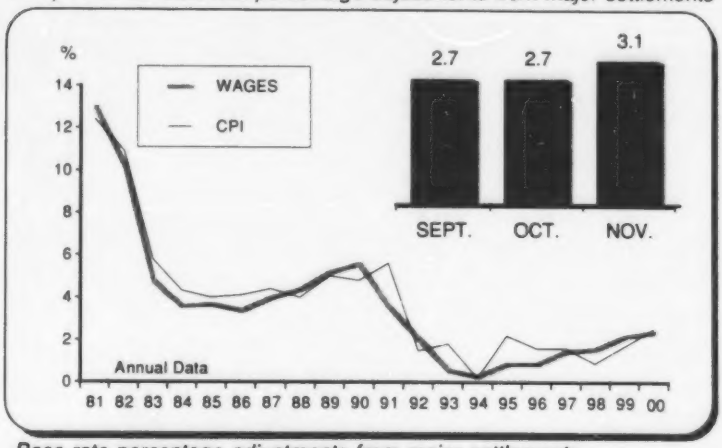
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

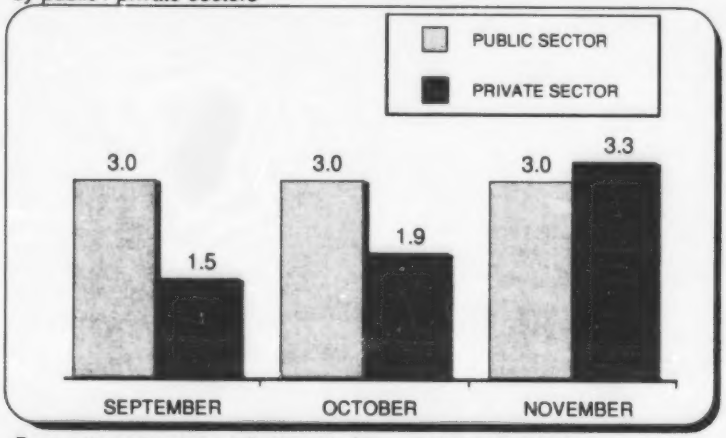
...TLEMENTS BULLETIN

January 2001
Volume 12, Issue 1

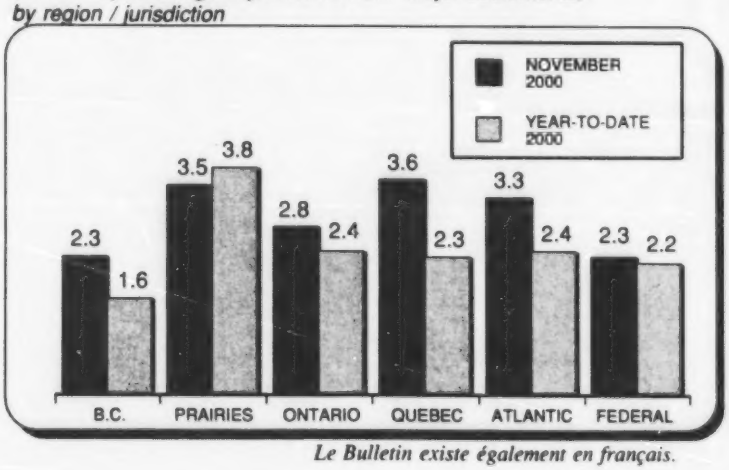
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for November 2000

Major collective bargaining settlements reached in **November 2000** provided base-rate wage increases averaging **3.1 per cent** annually over the contract-term, up from the 2.7 figure in the previous month and the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to November 2000 inclusively) averaged 2.4 per cent.

The November 2000 results are based on a review of the 19 settlements reached in the period, with a coverage of 34,430 employees. When the parties to the November 2000 settlements previously negotiated (with contract durations averaging 31 months), the resulting wage adjustments averaged 1.2 per cent, compared to the 3.1 per cent in their current round of settlements.

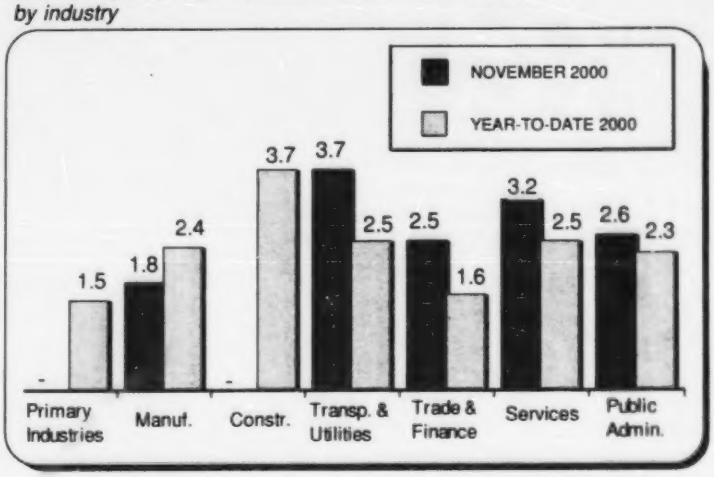
Private-sector wage adjustments for 5,420 employees in 6 settlements averaged **3.3 per cent**. Wage increases in this sector ranged from a wage freeze for 760 employees with Hub Meat Packers in New Brunswick to a high of 4.9 per cent for 2,480 employees with Entourage Technology Solutions Inc. in Quebec and Ontario. In the **public sector**, wage increases for 29,010 employees in 13 agreements averaged **3.0 per cent**. Wage increases in this sector ranged from a low of 1.2 per cent for 600 office employees with the Kawartha Pine Ridge School Board in Ontario to a high of 5.1 per cent for 1,650 casino employees with the Manitoba Lotteries Corporation.

On a regional/jurisdictional basis, the largest concentration of employees was in Ontario, with 11,630 workers (34% of total) in 7 agreements obtaining wage increases averaging 2.8 per cent. In the Prairie provinces, 8,930 employees in 5 agreements average wage increases of 3.5 per cent. In New Brunswick, 6,060 employees in 2 agreements obtained increases averaging 3.3 per cent. In B.C., 4,910 employees in 2 settlements averaged 2.3 per cent and in Quebec, 2,400 employees in 2 agreements averaged wage gains of 3.6 per cent. In the Federal jurisdiction, 500 employees in a single agreement (Waterfront Foremen Employers' Assn.) received a wage increase of 2.3 per cent.

Canada

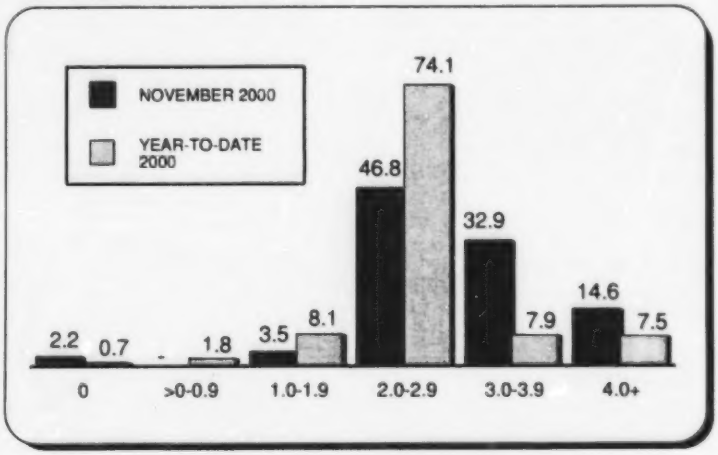
On an industry basis, the largest proportion of employees was in the **services sector**, providing 19,330 employees (56% of all employees) with average annual wage increases of **3.2 per cent**. The largest average wage increase was in **transportation, communication and utilities**; 4 agreements provided 5,280 employees with wage gains averaging **3.7 per cent.** All remaining industry divisions were below the month's 3.1 per cent average. In **public administration,** 2 agreements provided 6,090 employees with wage increases averaging **2.6 per cent.** In **trade and finance,** a single agreement provided 1,290 employees with an average annual wage increase of **2.5 per cent.** In **manufacturing,** 3 agreements provided 2,440 employees with the lowest average wage increases, at **1.8 per cent**. There were no major settlements in **primary industries** and **construction**.

Base rate percentage adjustments from major settlements, by industry



The majority of employees (79.7%) in November received wage increases in the 2.0 to 3.9 per cent range. Within this range, 46.8% of employees recorded wage increases of 2-2.9 per cent and 32.9% of employees obtained increases of 3-3.9 per cent. Moreover, 2.2% of employees had a wage freeze and 3.5% of workers received increases ranging from 1.0 to 1.9 per cent. Less than 15% of employees received wage increases greater than 4.0 per cent.

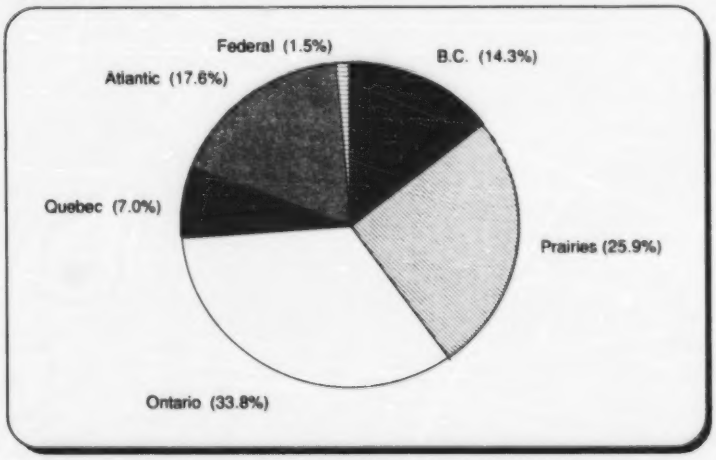
Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	2	6,060
Quebec	2	2,400
Ontario	7	11,630
Prairie provinces	5	8,930
B.C.	2	4,910
Federal	1	500

Percentage distribution of employees in major settlements, by region/jurisdiction



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MAJOR SETTLEMENTS REACHED IN NOVEMBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Manufacturing (3 agreements)	**2,440**	**1.8**	**1.8**	**32.3**	
Aventis Pasteur Limited, plant and maintenance employees, Metropolitan Toronto, Ont.	580	3.0	3.0	36	30/09/03
Hub Meat Packers Ltd., processing employees, Moncton, N.B.	760	0.0	0.0	24	14/10/02
Maple Lodge Farms Ltd., production, Norval, Ont.	1,100	2.5	2.4	36	12/10/03
Transportation, Communication and Other Utilities (4 agreements)	**5,280**	**3.7**	**4.2**	**42.8**	
Entourage Solutions Technologiques Inc., technical employees, province-wide, Que.	1,110	4.9	5.8	48	30/09/04
Entourage Technology Solutions Inc., technical employees, province-wide, Ont.	1,370	4.9	5.8	48	30/09/04
Manitoba Hydro-Electric Board, service and maintenance employees, province-wide, Man.	2,300	2.7	3.0	36	21/05/03
Waterfront Foremen Employers Association, foremen, Vancouver, B.C.	500	2.3	1.8	48	31/12/02
Trade-Finance (1 agreement)	**1,290**	**2.5**	**2.5**	**36**	
Société des alcools du Québec, office and clerical employees, province-wide, Que.	1,290	2.5	2.5	36	31/12/02
Community, Business & Personal Services (9 agreements)	**19,330**	**3.2**	**4.6**	**35.4**	
Board of School Trustees of the Edmonton Catholic Reg. Div. No 40, elementary and secondary teachers, Edmonton, Alta.	1,830	3.4	3.4	12	31/08/01
Government of New Brunswick, nurses, province-wide, N.B.	5,300	3.8	9.5	42	31/12/03
Kawartha Pine Ridge District School Board, office and clerical employees, Peterborough, Ont.	1,200	1.2	0.0	56	31/08/02
Limestone Dist. School Board, elementary teachers, Kingston, Ont.	780	3.5	3.5	12	31/08/01
Limestone Dist. School Board, secondary teachers, Kingston, Ont.	600	3.6	3.6	12	31/08/01
Manitoba Lotteries Corporation, casino employees, Winnipeg, Man.	1,650	5.1	5.9	42	30/09/03
Ont. Council of Regents for Colleges of Applied Arts & Technology, support employees, province-wide, Ont.	6,000	2.5	2.0	36	31/08/03
University of Saskatchewan, professors, Saskatoon, Sask.	900	4.7*	4.1	36	30/06/01
Vancouver Public Library Board, librarians, Vancouver, B.C.	1,070	2.3	2.0	36	31/12/02
Public Administration (2 agreements)	**6,090**	**2.6**	**2.4**	**36**	
City of Edmonton, inside employees, Edmonton, Alta.	2,250	3.0	3.0	36	28/12/02
City of Vancouver, inside employees, Vancouver, B.C.	3,840	2.3	2.0	36	31/12/02
Agreements with COLA (1 agreement)	**900**	**4.7**	**4.1**	**36.0**	
Agreements without COLA (18 agreements)	**33,530**	**3.0**	**3.9**	**36.5**	
All agreements (19 agreements)	**34,430**	**3.1**	**3.9**	**36.4**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999		2000			Year to	2000		
				3	4	1	2	3	date*	Sep	Oct	Nov
All Industries/Jurisdictions												
Average Annual Adjustment	1.5	1.7	2.2	2.3	2.9	2.4	2.5	2.3	2.4	2.7	2.7	3.1
Non-COLA	1.4	1.6	2.0	2.1	2.2	2.4	2.5	2.4	2.5	3.2	2.8	3.0
COLA	1.8	2.7	3.4	3.9	4.3	2.2	2.4	1.8	2.2	1.3	1.2	4.7
First Year Adjustment	1.1	1.4	1.9	1.9	3.0	2.0	2.6	2.4	2.3	2.3	2.8	3.9
Non-COLA	1.0	1.4	1.7	1.6	2.1	1.9	2.6	2.6	2.3	3.2	3.0	3.9
COLA	1.7	2.5	3.4	3.8	4.7	2.5	2.8	1.0	2.2	0.4	0.7	4.1
Industries												
Primary Industries	1.9	1.1	2.2	1.6	2.4	-	1.3	-	1.5	-	2.3	-
Manufacturing	2.3	1.4	3.4	3.4	4.4	2.5	2.9	2.2	2.4	3.6	2.0	1.8
Construction	1.6	2.4	2.0	1.4	-	3.9	-	2.6	3.7	-	-	-
Transp. & Communication	1.6	1.9	2.4	3.3	2.2	2.6	2.3	2.1	2.5	1.4	2.3	3.7
Trade-Finance	1.7	1.6	1.5	1.9	2.2	2.0	1.8	1.5	1.6	1.0	1.1	2.5
Services	1.0	1.4	1.8	2.5	2.3	2.2	3.6	2.9	2.5	3.4	3.4	3.2
Public Administration	1.3	1.8	2.2	2.2	2.2	2.5	2.1	2.6	2.3	2.6	2.4	2.6
Jurisdictions												
Newfoundland	1.7	1.3	1.6	2.2	-	2.4	2.3	-	2.4	-	2.1	-
Prince Edward Island	-	2.1	2.7	-	3.0	-	2.4	-	2.4	-	-	-
Nova Scotia	2.0	2.9	2.1	1.5	1.8	2.2	-	-	2.2	-	-	-
New Brunswick	0.7	1.5	2.4	3.6	-	1.5	2.5	2.5	2.8	-	-	3.3
Quebec	1.3	1.0	1.6	1.5	2.1	2.3	2.6	2.8	2.3	3.1	3.3	3.6
Ontario	1.1	1.6	2.1	3.2	3.7	2.5	2.3	2.2	2.4	2.5	2.4	2.8
Manitoba	1.1	1.4	2.5	2.2	2.3	2.5	2.2	2.4	2.5	2.4	-	3.7
Saskatchewan	0.9	1.8	2.1	3.1	1.8	2.0	-	-	3.6	-	3.6	4.7
Alberta	2.4	3.0	4.0	3.3	3.0	3.8	5.9	3.0	4.5	3.1	3.5	3.2
British Columbia	1.3	0.8	0.8	1.3	0.8	0.6	0.7	1.9	1.6	1.5	2.2	2.3
Multi-Province	2.8	1.5	2.2	-	-	2.6	1.8	2.7	2.4	-	-	-
Federal Jurisdiction	1.8	2.1	2.8	3.4	2.3	2.2	2.0	3.0	2.2	3.5	2.4	2.3
Public Sector	1.1	1.6	1.9	2.3	2.1	2.3	2.5	2.6	2.5	3.0	3.0	3.0
Private Sector	1.8	1.8	2.6	2.4	3.6	2.8	2.3	1.9	2.3	1.5	1.9	3.3
Consumer Price Index	1.6	0.9	1.7	2.2	2.4	2.7	2.4	2.7	2.7	2.7	2.8	3.2

*January to November data

Data for the current month are preliminary.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Quebec	Quebec Provincial Police Association	4,420	Dec. 00
•Montreal Urban Community	MUC Police Assn.	4,160	Dec. 00
•Alcan	various unions	4,280	Dec. 00
•Government of N.W.T.	PSAC	2,520	Dec. 00

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	120,630	B/CO/TENT	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•VIA	various unions	2,530	B	Dec. 00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Sydney Steel	Steelworkers	175	TENT	Oct. 99
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	B	Mar. 01
Private Sector				
•CN Rail	various unions	10,910	B	Dec. 00
•CP Rail	various unions	6,800	B/TENT	Dec. 00
•Falconbridge	CAW	1,430	WS	July 00
•Pipe Line Contractors' Association	various unions	4,300	B/TENT	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•TELUS	TWU	14,800	B	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Quebec Cartier Mining	Steelworkers	2,130	Feb. 01
•City of Montreal	CUPE	1,600	Feb. 01
•General Electric (Ont.)	CEP	700	Feb. 01
•Ford Electronics	IAMAW	1,500	Jan. 01
•Toronto Hydro	CUPE	1,600	Jan. 01

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

For more information contact:

Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or
E-mail: *wid-imt@hrdc-drhc.gc.ca*
Internet: *http://labour.hrdc-drhc.gc.ca*

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Conversion to a Modified NAICS 1997
(North American Industry Classification System)

The Workplace Information Directorate (WID) will be converting its definition of industrial structure from Statistic Canada's 1971 Standard Industrial Classification (SIC) system to the North American Industry Classification System (NAICS). NAICS is a classification system developed by the statistical agencies of Canada, Mexico and the United States to provide common definitions on the industrial structure of the three economies.

The former Labour SIC system contained 7 large industry sector divisions, defined by a three digit code. The new NAICS consists of 20 sectors, 99 subsectors, 321 industry groups, 734 industries and 921 national industries defined by a code reflected in two to six-digit levels. For analytical purposes, the Workplace Information Directorate (WID) determined there were far too many industry sectors within the NAICS structure to report its data. Using the NAICS framework, the 20 larger sectors were regrouped into 11 large industry sectors. All publications in WID, will report and publish data using the following restructured 11 industry divisions devised within the framework of the North American Industry Classification System (see following page). Statistical data can be made available under the old SIC system by special request to the Client Services section of the Workplace Information Directorate. The same information can also be compiled and re-sorted under the original NAICS structure.

The new industry format in the wage data series will commence with the January 2001 data to be published in March 2001.

A. Current Industry Sectors Using the SIC system (1971)

1.	(031 - 099)	Primary Industries
2.	(100 - 399)	Manufacturing
3.	(400 - 499)	Construction
4.	(500 - 599)	Transportation, Communication and Other Utilities
5.	(600 - 799)	Trade and Finance
6.	(800 - 899)	Community, Business and Personal Services
7.	(900 - 999)	Public Administation

B. Industry Sectors Under NAICS (1997)
(North American Industry Classification System, 20 sectors at the two-digit level)

(11) - Agriculture, forestry, fishing and hunting
(21) - Mining and Oil and Gas Extraction
(22) - Utilities (electric power, gas distribution, water supply, sewage...)
(23) - Construction
(31 to 33)- Manufacturing
(41) - Wholesale Trade
(44, 45) - Retail Trade
(48, 49) - Transportation (postal services, couriers, warehousing and storage)
(51) - Information and Cultural Industries (publishing, broadcasting, telecomunications, information services)
(52) - Finance and Insurance
(53) - Real Estate and Rental and Leasing
(54) - Professional, Scientific and Technical Services (advertising, translation, vetenary services..)
(55) - Management of Companies and Enterprises
(56) - Administrative and Support, Waste Management and Remediation Services (employment and travel agencies, security guard services, business support services)
(61) - Educational Services
(62) - Health Care and Social Assistance
(71) - Arts, Entertainment and Recreational Services
(72) - Accommodation and Food Services
(81) - Other Services (barber shops, funeral homes, dry cleaning, photo finishing, parking lots)
(91) - Public Administration (federal, provincial and municipal administration)

C. NAICS - LABOUR
(20 NAICS sectors regrouped into 11 new industry sectors)

1.	(11 + 21)	Primary Industries
2.	(22)	Utilities
3.	(23)	Construction
4.	(31 to 33)	Manufacturing
5.	(41 to 45)	Wholesale and Retail Trade
6.	(48 + 49)	Transportation
7.	(51)	Information and Cultural Industries
8.	(52 to 56)	Finance, Real Estate, Management Services
9.	(61 + 62)	Education, Health and Social Services (predominantly public sector services)
10.	(71 to 81)	Accommodation, Food, Recreational Services (predominantly private sector...)
11.	(91)	Public Admininistration

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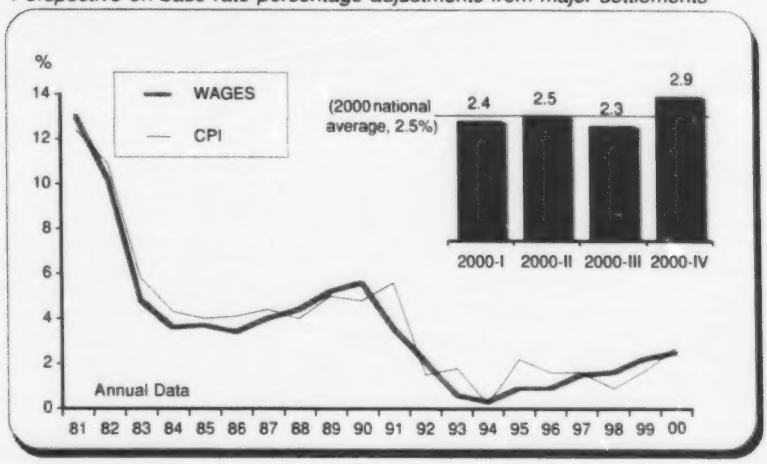
ANNUAL REVIEW - 2000

Perspective on base rate percentage adjustments from major settlements



Major collective bargaining settlements reached in the year **2000** provided base-rate wage adjustments averaging **2.5 per cent** annually over the contract-term, an increase from the 2.2 per cent average for the year 1999.

The results for the year 2000 are based on a review of 357 agreements covering 1,039,200 employees.

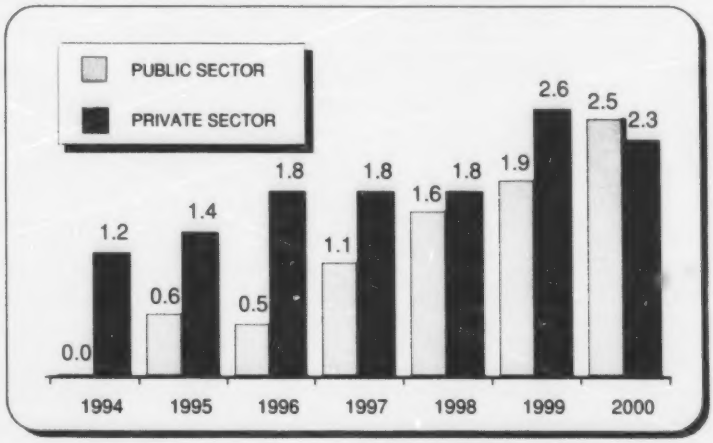
The average wage adjustment in the year 2000 was above the average in contracts they replaced. When the parties to the year 2000 settlements last negotiated, the resulting wage adjustments averaged only 1.4 per cent, compared to the 2.5 per cent adjustment in their year 2000 contracts.

Wage increases have risen moderately but steadily since the record low 0.3 per cent average annual adjustment recorded in 1994. The average rose slightly to 0.9 per cent in 1995 and 1996, then to 1.5 per cent in 1997, to 1.7 per cent in 1998 and to 2.2 per cent in 1999. The 2.5 per cent gain in the year 2000 however, remains well below the annual peak of 5.6 per cent recorded in 1990.

Also since 1994, only in 1998 and 1999, have average wage adjustments been above the year-over-year rise in the Consumer Price Index (CPI). For the year 2000, average wage adjustments (2.5 per cent), returned to a level below the year-over-year rise in the CPI (2.7 per cent).

The last decade has seen an increase in contracts of longer duration. Contract-duration averaged 35.3 months in the year 2000, the second longest in any year since the wage-settlements series commenced in 1978 (the longest was in 1999 at 36.4 months). In 1978, the average length of contract duration was 18.9 months. While longer-duration contracts have occurred in both sectors since 1995, private-sector settlements have been of longer average duration than those in the public sector. In the year 2000, public sector contract-duration averaged 34 months compared to 43 months in the private sector.

Base rate adjustments by public/private sector, in 1994-2000



Public and Private Sectors by Jurisdiction

An overall rise in average wage adjustments to 2.5 per cent in the year 2000 resulted despite the movements in opposite directions in the public and private sectors. In the **public sector**, wage adjustments averaged **2.5 per cent** for 880,160 employees in 267 settlements , an increase from the 1.9 per cent average adjustment in that sector in 1999. In the **private sector**, wage adjustments in the year 2000 for only 159, 040 employees in

Le Bulletin est disponible également en français.

90 settlements, averaged **2.3 per cent**, down from an average of 2.6 per cent in 1999. Throughout the 1990's, private-sector wage gains had remained above those in the public sector.

The majority of major settlements (75%) and the largest concentration of employees (85%) covered in the year 2000, were in the public sector. One of the largest average annual wage increases in the public sector was recorded in Alberta at 4.4 per cent (35 agreements covering 63,870 employees). Excluding the Alberta public-sector agreements from the wage series, wage adjustments in the remaining settlements would average 2.3 per cent (both public sector and all agreements). The Alberta public-sector adjustments exerted some upward pressure on the public-sector and the aggregate wage figures.

In the federal public sector, 23 agreements provided 210,460 employees with wage increases averaging 2.2 per cent. In Quebec, 76 public-sector agreements provided 323,740 employees with wage increases averaging 2.3 per cent and in Ontario 75 public-sector agreements provided 175, 140 employees with wage gains averaging 2.5 per cent. The smallest public-sector adjustment was recorded in British Columbia at 1.4 per cent (24 agreements covering 38,370 employees). (See the Table B on page 7 which provides a perspective on wage gains from major collective bargaining settlements in the public and private sectors by jurisdiction.)

In the private sector, agreements ranged from a wage freeze in 2 settlements (Laurentian Bank and Hub Meat Packers) to 5.0 per cent in a single agreement (Ontario Sheet Metal and Air Handling Group). By province, the largest private-sector average wage adjustment was in Alberta at 4.8 per cent which resulted from a single major agreement (Calgary Laboratory Services). The lowest average wage adjustment was in New Brunswick at 1.4 per cent (6 agreements covering 3,740 employees).

Distribution of employees by size of wage adjustment

	2000			
Increase Range	# of agts.	% of agts.	# of empls.	% of empls.
0%	6	1.7	6,590	0.6
>0%-0.9%	17	4.8	20,750	2.0
1.0%-1.9%	40	11.2	82,600	7.9
2.0%-2.9%	205	57.4	758,000	72.9
3.0%-3.9%	45	12.6	87,370	8.4
4.0%-4.9%	30	8.4	51,970	5.0
5.0%-5.9%	7	2.0	14,590	1.4
6.0%-6.9%	1	0.3	6,410	0.6
7.0% and over	6	1.7	10,920	1.1
All levels	357	100.0	1,039,200	100.0

Distribution by Size of Wage Adjustment

The low incidence of wage freezes and wage cuts continued in 2000, where 0.6 per cent of all employees in the year's 357 settlements were subject to wage freezes and rollbacks. In contrast, 926,700 employees in 237 settlements reached in 1993 were subject to wage freezes and wage cuts, constituting two-thirds of all employees in the 518 settlements reached in that year.

The vast majority of employees in 2000, received increases in the 2.0 to 2.9 per cent range (73%); 10.5% of all employees received wage adjustments below 2.0 per cent and 16.5 per cent received increases of 3.0 per cent and over.

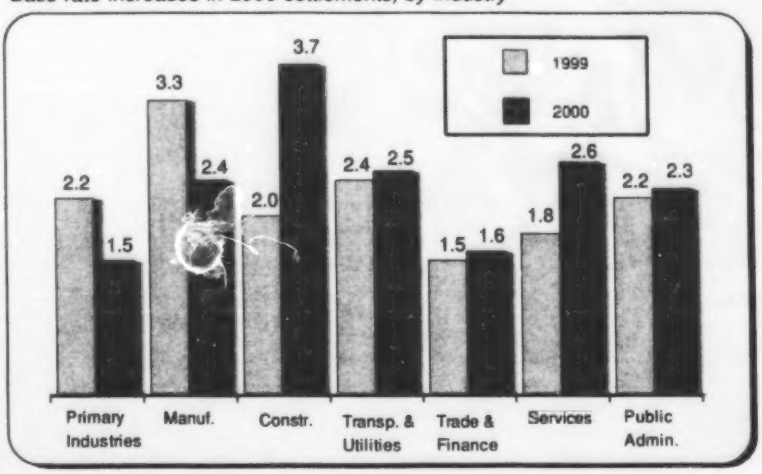
In comparison, in 1999, a larger proportion of employees received wage adjustments at the lower end of the wage scale (50.7% of all employees received wage adjustments below the 2.0 per cent level in 1999). Only 24.7% of all employees received increases in the 2.0 to 2.9 per cent range and 24.6% of all employees received wage gains of 3.0 per cent and over.

Wage Adjustments (%) and Increases in the CPI (%), 1994 to 2000

	1994	1995	1996	1997	1998	1999	2000
The CPI	0.2	2.2	1.6	1.6	0.9	1.7	2.7
Wage Increases							
All Industries	0.3	0.9	0.9	1.5	1.7	2.2	2.5
Public Sector	0.0	0.6	0.5	1.1	1.6	1.9	2.5
Private Sector	1.2	1.4	1.8	1.8	1.8	2.6	2.3
Manufacturing Sector	2.0	2.2	2.8	2.3	1.5	3.3	2.4

Wage Adjustments by Industry

Base rate increases in 2000 settlements, by industry



On an industry basis, the largest concentration of employees was in the **services sector** (47% of all employees); this was due to the large number of public sector settlements in the education and health sub-sectors across the country. Wage increases in the services sector averaged **2.6 per cent**, which was just a fraction above the national average.

The largest average wage increase in the year 2000 was in the **construction sector**, at **3.7 per cent**. However, this sector had relatively few settlements and a low coverage of 8,600 employees. The size of the average wage adjustment in this sector was largely a result of the Ontario Sheet Metal and Air Handling Group settlement, providing 5,000 workers with wage gains of 5.0 per cent.

In **Transportation, Communications and other Utilities**, wage adjustments in 2000 averaged **2.5 per cent** for 118,430 employees. The majority of employees covered in these settlements (57%) were in the Federal jurisdiction; they received an average wage adjustment of 2.2 per cent.

All remaining industry sector figures were below the national average of 2.5 per cent. For 66,410 employees in **manufacturing**, wage adjustments averaged **2.4 per cent**. Of these, 24,070 were in Ontario with an average adjustment of 2.6 per cent, while 21,550 employees in B.C. received wage increases averaging 2.0 per cent and 15,370 in Quebec received increases averaging 2.7 per cent.

In **public administration**, 297,560 employees (29% of all employees) received wage adjustments averaging **2.3 per cent** in settlements reached in 2000. Of these, 15 federal public sector agreements accounted for 51% of employees covered in this jurisdiction;wage increases for these averaged 2.1 per cent.

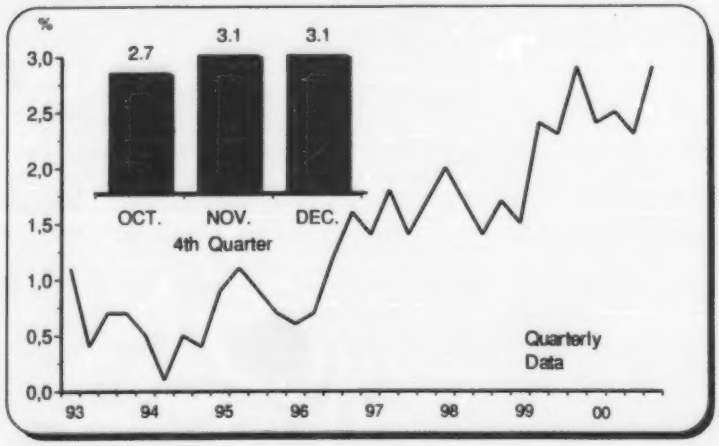
Wage adjustments in the **trade sector** in 2000 averaged 1.6 per cent for 54,120 employees. The majority (76%) of employees covered in these contracts were in Ontario.

The smallest average increase in wage adjustments was recorded in **primary industries** at **1.5 per cent**. There were only 3 settlements in this sector in the year 2000, covering 4,870 employees (0.5% of all employees).

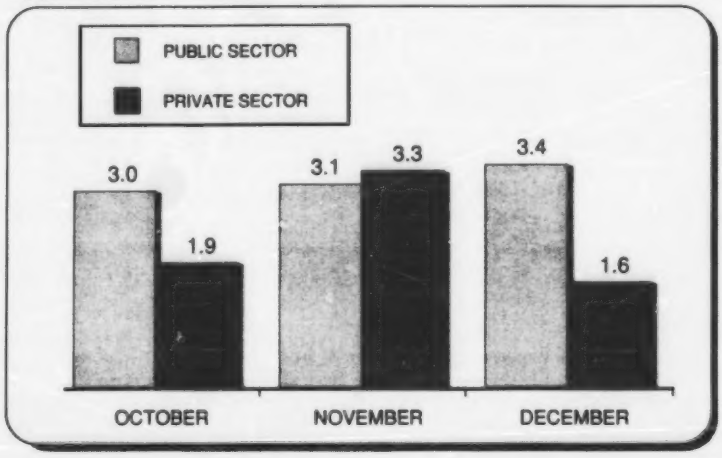
Base rate adjustments by industry - 1998-2000

Industry	1998		1999		2000	
	wage(%)	empls.	wage(%)	empls.	wage(%)	empls.
Primary Industries	1.1	1,790	2.2	6,710	1.5	4,870
Manufacturing	1.5	85,100	3.3	103,920	2.4	66,410
Construction	2.4	95,970	2.0	97,830	3.7	8,600
Transp./Comm./Utilites	1.9	83,930	2.4	136,200	2.5	118,430
Trade & Finance	1.6	26,800	1.5	18,410	1.6	54,120
Service Industries	1.4	377,240	1.8	313,200	2.6	489,210
Public Administration	1.8	247,800	2.2	144,420	2.3	297,560
All Industries	1.7	918,630	2.2	820,690	2.5	1,039,200

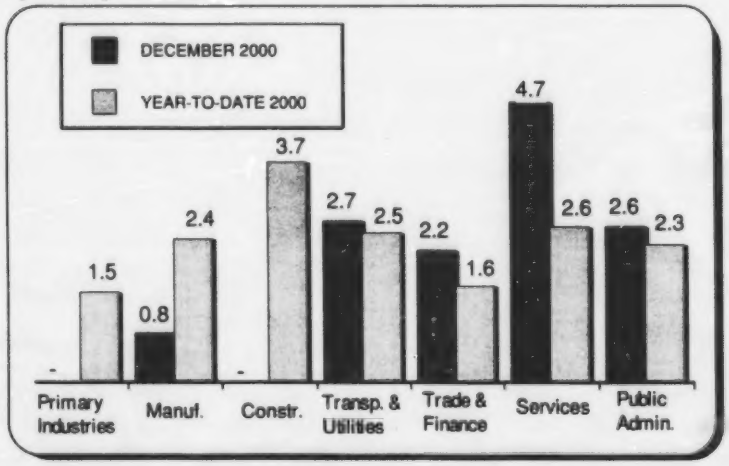
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by industry



DECEMBER 2000 DATA

Base-rate wage increases from major collective bargaining settlements ratified in **December of the year 2000**, averaged **3.1 per cent** annually over the contract-term, the same figure as in November, but larger than the 2.5 per cent annual average in 2000.

The December results are based on a review of only 19 settlements reached in the period, with a coverage of 29,620 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.9 per cent, compared to the 3.1 per cent gain in their most recent settlements.

Employee coverage in December was primarily in the public sector (85% of all employees). Wage adjustments for 25,190 employees in 16 **public-sector** settlements averaged 3.4 per cent; the relatively larger increases resulted primarily from settlements in the education sector. In the **private sector**, 3 settlements reached in December provided wage adjustments averaging 1.6 per cent for 4,430 employees.

On an industry basis, the largest proportion of employees was in **public administration** with 13,020 employees (44% of all employees) in 6 agreements; wage increases averaged 2.6 per cent. The largest increase was recorded in the **services** sector; 7 agreements provided 9,770 employees with wage gains averaging 4.7 per cent (6 of which are within the education sub-sector). The smallest increase was in **manufacturing** with wage increases averaging 0.8 per cent (2 agreements covering 2,950 employees). In the **transportation, communications and utilities** sector increases averaged 2.7 per cent (2 agreements covering 2,480 employees) and in the **trade** sector increases averaged 2.2 per cent (2 agreements, 1,400 employees). The were no settlements in **primary industries** and **construction**.

On a regional/jurisdictional basis, wage adjustments, and the distribution of settlements and employees in December were:

	Wages(%)	Agts	Empls
Atlantic provinces	10.4	1	770
Quebec	2.4	6	13,790
Ontario	4.6	2	2,500
Prairie provinces	3.4	6	7,100
British Columbia	2.3	2	1,940
Multi-province	3.2	1	2,520
Federal	2.3	1	1,000

MAJOR SETTLEMENTS REACHED IN DECEMBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (2 agreements)	**2,950**	**0.8**	**2.5**	**36.0**	
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquière, Que.	2,450	0.8	2.5	36.0	31/12/03
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan, Que.	500	0.8	2.5	36.0	31/12/03
Transportation, Communication and Other Utilities (2 agreements)	**2,480**	**2.7**	**2.8**	**36.0**	
AT&T Canada Long Distance Services Company, telephone operators, Canada-Wide	1,000	2.3	2.5	36.0	31/12/03
City of Edmonton, bus drivers, Edmonton, Alta.	1,480	3.0	3.0	36.0	28/12/02
Trade & Finance (2 agreements)	**1,400**	**2.2**	**2.2**	**36.0**	
Liquor Board of Saskatchewan, office and clerical employees, province-wide, Sask.	700	2.0	2.0	36.0	31/03/01
Manitoba Liquor Control Commission, administrative services employees, province-wide, Man.	700	2.3	2.3	36.0	31/03/03
Community, Business & Personal Services (7 agreements)	**9,770**	**4.7**	**3.9**	**28.3**	
Black Gold Regional Division No. 18, elementary and secondary teachers, Nisku, Alta.	500	3.4	3.4	12.0	31/08/01
District School Board of Niagara, elementary teachers, St. Catharines, Ont.	1,900	5.0	5.0	12.0	31/08/01
McGill University, office and clerical employees, Montréal, Que.	1,400	5.1	4.6	24.0	30/11/02
Memorial University of Newfoundland, professors, St. John's, Nfld.	770	10.4	2.0	36.0	31/08/02
Southern Alberta Institute of Technology, Instructors/Tutors/Lecturers, Calgary, Alta.	720	3.9	3.8	36.0	30/06/02
Station Mont Tremblant, Société en commandite, hotel or restaurant employees, Mont-Tremblant, Que.	1,480	3.0	3.0	60.0	31/10/05
University of Alberta, administrative and support employees, Edmonton, Alta.	3,000	4.0	4.0	24.0	31/03/02
Public Administration (6 agreements)	**13,020**	**2.6**	**1.7**	**38.5**	
City of New Westminster, inside and outside employees, New Westminster, B.C.	740	2.3	2.0	36.0	31/12/02
City of Surrey, inside employees, Surrey, B.C.	1,200	2.3	2.0	36.0	31/12/02
Government of Quebec, police officers, province-wide, Que.	3,800	2.2	1.5	48.0	30/06/02
Government of the Northwest Territories, office and clerical employees, territory-wide, N.W.T.	2,520	3.2	4.0	24.0	31/03/02
Montreal Urban Community, police officers, Montréal, Que.	4,160	2.5	0.0	40.0	30/04/02
Niagara Regional Police Services Board, police officers, Niagara Region, Ont.	600	3.4	3.3	36.0	31/12/02
Agreements with COLA (0 agreement)	**-**	**-**	**-**	**-**	
Agreements without COLA (19 agreements)	**29,620**	**3.1**	**2.6**	**34.6**	
All agreements (19 agreements)	**29,620**	**3.1**	**2.6**	**34.6**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Table A

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000				2000		
				1	2	3	4	Oct	Nov	Dec
All Industries/Jurisdictions										
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	2.7	3.1	3.1
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	3.0	2.8	3.1	3.1
COLA	2.7	3.3	2.2	2.2	2.4	1.8	1.9	1.2	3.8	-
First Year Increase	1.4	1.9	2.3	2.0	2.6	2.4	3.1	2.8	3.9	2.6
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.2	3.0	3.9	2.6
COLA	2.5	3.4	2.2	2.5	2.8	1.0	1.4	0.7	3.3	-
Industries										
Primary Industries	1.1	2.2	1.5	-	1.3	-	2.3	2.3	-	-
Manufacturing	1.5	3.3	2.4	2.5	2.9	2.2	1.4	2.0	1.8	0.8
Construction	2.4	2.0	3.7	3.9	-	2.6	-	-	-	-
Transp. & Communication	1.9	2.4	2.5	2.6	2.3	2.1	2.8	2.3	3.7	2.7
Trade-Finance	1.6	1.5	1.6	2.0	1.8	1.5	1.6	1.1	2.5	2.2
Services	1.4	1.8	2.6	2.2	3.6	2.9	3.6	3.4	3.3	4.7
Public Administration	1.8	2.2	2.3	2.5	2.1	2.6	2.5	2.4	2.6	2.6
Jurisdictions										
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	2.1	-	10.4
Prince Edward Island	2.1	2.7	2.4	-	2.4	-	-	-	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	-	-	-
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.5	3.3	-	3.3	-
Quebec	1.0	1.6	2.3	2.3	2.7	2.8	2.7	3.3	3.6	2.4
Ontario	1.6	2.1	2.4	2.5	2.3	2.2	2.9	2.4	3.0	4.6
Manitoba	1.4	2.5	2.5	2.5	2.2	2.4	3.5	-	3.7	2.3
Saskatchewan	1.8	2.1	3.5	2.0	-	-	3.6	3.6	4.7	2.0
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5	3.5	3.2	3.7
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.3	2.2	2.3	2.3
Multi-Province	1.5	2.2	2.6	2.6	1.8	2.7	3.2	-	-	3.2
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.0	2.4	2.4	2.3	2.3
Public Sector	1.6	1.9	2.5	2.3	2.5	2.6	3.1	3.0	3.1	3.4
Private Sector	1.8	2.6	2.3	2.8	2.3	1.9	2.2	1.9	3.3	1.6
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	2.8	3.2	3.2

Data for the current month are preliminary.

Table B

WAGE INCREASES FROM MAJOR SETTLEMENTS,BY PUBLIC-PRIVATE SECTORS AND JURISDICTION
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000			
				1	2	3	4
	%	%	%	%	%	%	%
All Sectors							
Canada	**1.7**	**2.2**	**2.5**	**2.4**	**2.5**	**2.3**	**2.9**
Atlantic	2.1	2.0	2.6	2.1	2.5	2.5	3.9
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3
P.E.I.	2.1	2.7	2.4	-	2.4	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.5	3.3
Quebec	1.0	1.6	2.3	2.3	2.7	2.8	2.7
Ontario	1.6	2.1	2.4	2.5	2.3	2.2	2.9
Prairies	2.4	3.0	3.8	3.6	5.1	2.6	3.5
Manitoba	1.4	2.5	2.5	2.5	2.2	2.4	3.5
Saskatchewan	1.8	2.1	3.5	2.0	-	-	3.6
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5
B.C.	0.8	0.8	1.7	0.6	0.7	1.9	2.3
Multi-Prov	1.5	2.2	2.6	2.6	1.8	2.7	3.2
Federal	2.1	2.8	2.2	2.2	2.0	3.0	2.4
Public Sector							
Canada	**1.6**	**1.9**	**2.5**	**2.3**	**2.5**	**2.6**	**3.1**
Atlantic	2.1	1.8	3.0	2.2	2.7	-	4.4
Newfoundland	1.3	1.3	5.3	-	2.3	-	6.3
P.E.I.	2.1	2.9	2.4	-	2.4	-	-
Nova Scotia	3.0	2.3	2.2	2.2	-	-	-
New Brunswick	1.5	3.1	3.5	1.5	3.0	-	3.8
Quebec	1.2	1.7	2.3	2.3	2.3	2.2	2.9
Ontario	1.3	1.5	2.5	2.5	2.2	2.9	3.1
Prairies	2.2	2.9	3.8	3.6	5.1	2.6	3.5
Manitoba	1.2	2.5	2.5	2.0	2.2	2.4	3.5
Saskatchewan	1.8	2.3	3.5	2.0	-	-	3.6
Alberta	2.6	3.7	4.4	3.8	5.9	3.0	3.5
B.C.	0.7	0.6	1.4	0.6	0.7	1.6	2.3
Multi-Prov	1.0	1.9	2.9	2.6	-	-	3.2
Federal	2.2	2.7	2.2	2.1	2.1	3.4	2.4
Private Sector							
Canada	**1.8**	**2.6**	**2.3**	**2.8**	**2.3**	**1.9**	**2.2**
Atlantic	1.8	2.2	1.8	2.0	1.7	2.5	0.0
Newfoundland	1.9	2.3	2.4	2.4	-	-	-
P.E.I.	-	2.3	-	-	-	-	-
Nova Scotia	1.8	1.9	1.7	1.7	-	-	-
New Brunswick	1.6	2.3	1.4	1.5	1.7	2.5	0.0
Quebec	1.0	1.6	2.9	3.0	3.3	3.8	2.2
Ontario	2.0	3.3	2.2	2.7	2.4	1.4	2.3
Prairies	3.2	3.8	3.8	3.8	-	-	-
Manitoba	1.6	2.9	3.0	3.0	-	-	-
Saskatchewan	1.1	0.8	-	-	-	-	-
Alberta	4.5	5.1	4.8	4.8	-	-	-
B.C.	1.5	1.3	2.0	-	-	2.0	2.0
Multi-Prov	1.7	2.8	2.1	-	1.8	2.7	-
Federal	1.7	2.8	2.2	4.4	1.6	2.6	2.3

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Canada	PSAC	4,610	Jan. 01
•CP Rail	USWA	1,210	Jan. 01
•Sask Power	IBEW	1,340	Jan. 01

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
Public Sector				
•Government of Canada	various unions	115,100	B/CO	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	B/CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•VIA	various unions	2,530	B	Dec. 00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Sydney Steel	Steelworkers	175	TENT	Oct. 99
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	B	Mar. 01
Private Sector				
•CN Rail	various unions	10,910	B	Dec. 00
•CP Rail	various unions	5,590	B/TENT	Dec. 00
•Falconbridge	CAW	1,260	WS	July 00
•Pipe Line Contractors' Association	various unions	4,300	B/TENT	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•TELUS	TWU	16,710	B	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Govt of Newfoundland & Labrador	various unions	15,170	Mar. 01
•City of Montreal	CUPE	1,600	Feb. 01
•Ontario Hydro	CUPE	4,000	Mar. 01
•Ontario Hospitals	nurses	38,000	Mar. 01
•Canada Safeway	UFCW	10,500	Mar. 01
•Alberta Health	nurses	17,850	Mar. 01
•Govt of British Columbia	BCGEU	30,000	Mar. 01

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

For more information contact:

Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or
E-mail: *wid-imt@hrdc-drhc.gc.ca*
Internet: *http://labour.hrdc-drhc.gc.ca*

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Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

SETTLEMENTS BULLETIN

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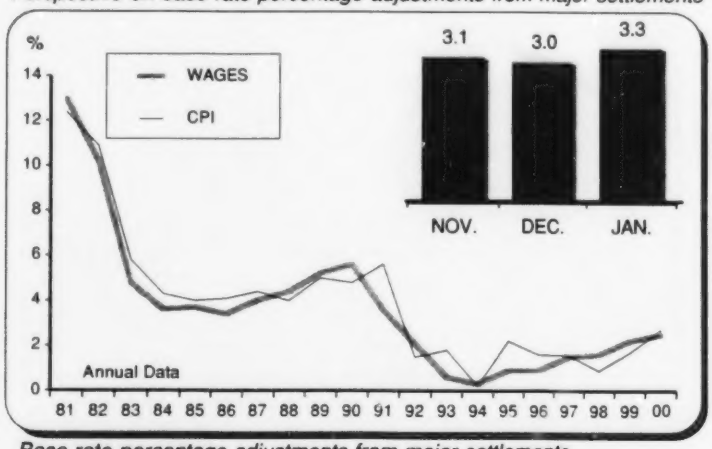
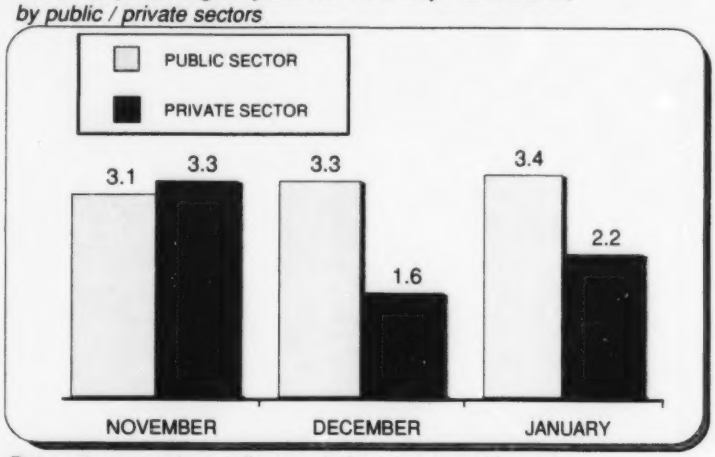
Volume 12, Issue 3

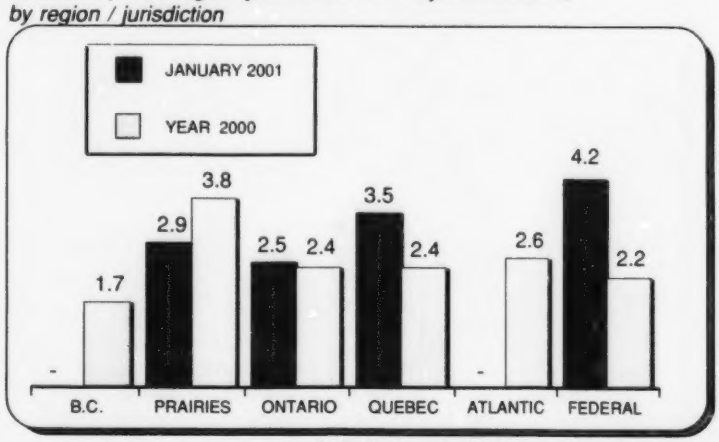
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for January 2001

Major collective bargaining settlements reached in **January 2001** provided base-rate wage increases averaging **3.3 per cent** annually over the contract-term. This was up from the 3.0 per cent average in the previous month, and the 2.5 per cent average for 2000 as a whole.

The January 2001 results are based on a review of only 12 settlements reached in the period, with a coverage of 18,700 employees. Last year, the monthly coverage on average was approximately 87,229 employees in 31 agreements.

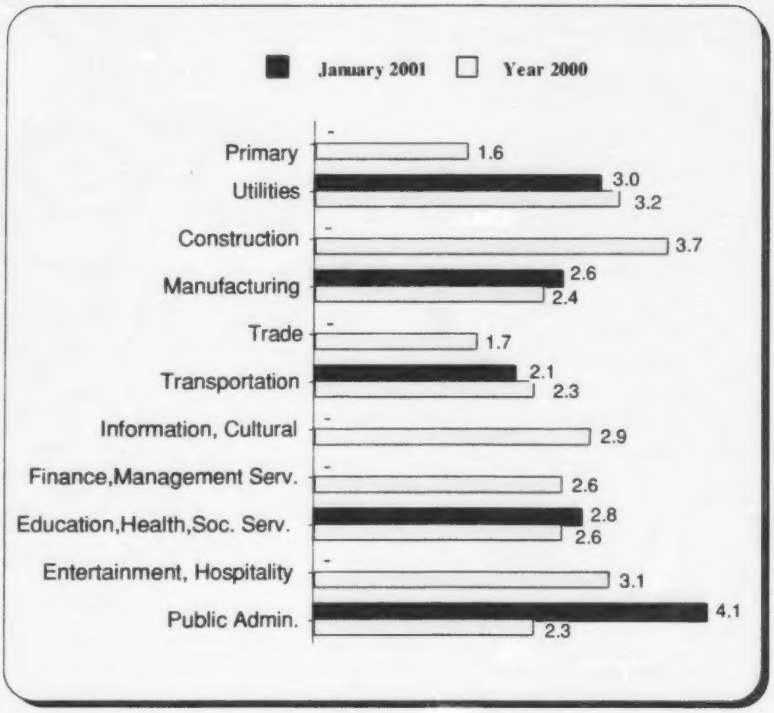
When the parties to the January 2001 settlements previously negotiated (with contract durations averaging 32 months), the resulting wage adjustments averaged 1.7 per cent, compared to the 3.3 per cent in their current round of settlements and a current average contract duration of 29 months.

Private-sector wage adjustments for 1,710 employees in only two settlements averaged **2.2 per cent**, up from the 1.6 per cent figure reached in the previous month, and down fractionally from the average of 2.3 per cent for the year 2000. In the **public sector**, wage increases for 16,990 employees in 10 agreements averaged 3.4 per cent, just a fraction above the previous month's figure of **3.3 per cent**, and up from last year's average of 2.5 per cent.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: Federal jurisdiction at 4.2 per cent (2 agreements); Quebec at 3.5 per cent (2 agreements) the Prairie provinces at 2.9 per cent (5 agreements); Ontario at 2.5 per cent (3 agreements). There were no settlements in the Atlantic provinces and British Columbia.

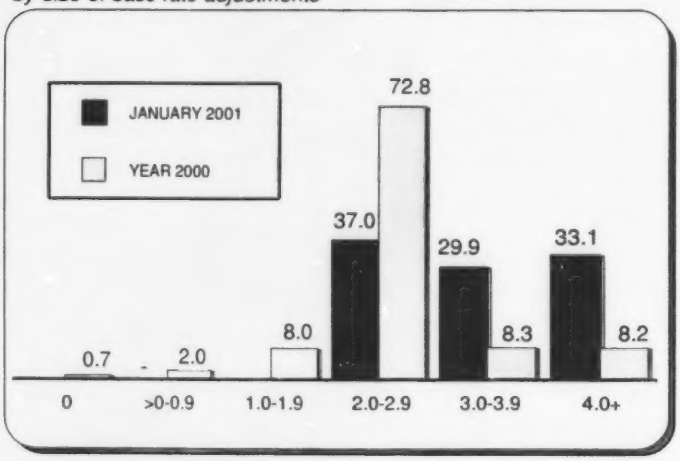
Canada

Base rate percentage adjustments from major settlements, by industry



On an industry basis, the largest increase was in **public administration** as 3 agreements provided 8,300 employees with wage adjustments averaging **4.1 per cent**. The second largest increase was in the **utilities** sector with a single agreement providing 1,340 employees with a wage gain averaging **3.0 per cent.** In the **education** sector, 5 agreements provided 6,210 employees with wage increases averaging **2.8 per cent**. In **manufacturing,** a single agreement provided 500 employees with an average annual increase of **2.6 per cent.** In the **transportation sector**, 2 agreements provided 2,350 employees with the smallest industry-division wage gains averaging **2.1 per cent.** There were no major settlements in the remaining industrial sectors.

Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, for January 2001

	Agreements	Employees
Atlantic provinces	-	-
Quebec	2	1,340
Ontario	3	4,070
Prairie provinces	5	6,730
B.C.	-	-
Federal	2	6,560

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000				2000		2001
				1	2	3	4	Nov	Dec	Jan
All Industries/Jurisdictions										
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	3.1	3.0	3.3
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	2.9	3.1	3.0	3.4
COLA	2.8	3.5	2.2	2.3	2.6	1.8	2.1	3.7	-	2.1
First Year Increase	1.4	1.9	2.3	2.0	2.6	2.4	3.1	3.9	2.6	4.0
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.1	3.9	2.6	4.1
COLA	2.4	3.4	2.3	2.5	3.0	1.1	1.7	3.2	-	2.3
Industries										
Primary	1.1	2.2	1.6	-	1.5	-	2.3	-	-	-
Utilities	2.4	1.8	3.2	3.7	2.8	2.5	2.7	2.7	2.6	3.0
Construction	2.4	2.0	3.7	3.9	-	2.7	-	-	-	-
Manufacturing	1.5	3.5	2.4	2.6	2.9	2.2	1.6	2.1	0.8	2.6
Wholesale and Retail Trade	1.8	1.3	1.7	2.0	2.5	1.5	1.7	2.5	2.2	-
Transportation	2.1	2.8	2.3	2.3	2.2	1.7	2.4	2.3	3.0	2.1
Information and Cultural Industries	1.1	2.5	2.9	2.3	-	2.0	3.7	4.1	2.3	-
Finance, Management Services	0.8	2.5	2.6	2.0	1.9	2.8	-	-	-	-
Education, Health, Social Services	1.4	1.8	2.6	2.2	3.7	2.8	3.6	3.2	5.0	2.8
Entertainment,Hospitality Industry	3.4	2.6	3.1	-	-	2.3	4.1	5.1	3.0	-
Public Admininistration	1.8	2.2	2.3	2.5	2.1	2.6	2.4	2.6	2.4	4.1
Jurisdictions										
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	-	10.4	-
Prince Edward Island	2.1	2.7	2.2	-	2.2	-	-	-	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	-	-	-
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.7	3.3	3.3	-	-
Quebec	1.1	1.6	2.4	2.3	2.7	2.8	2.6	3.4	2.4	3.5
Ontario	1.6	2.2	2.4	2.5	2.3	2.2	2.9	3.0	3.8	2.5
Manitoba	1.4	2.5	2.6	2.5	2.4	2.4	3.5	3.7	2.3	2.1
Saskatchewan	1.8	2.1	3.5	2.0	-	-	3.6	4.7	2.0	3.0
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5	3.2	3.7	3.0
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.3	2.3	2.3	-
Multi-Province	1.5	2.2	2.4	2.6	1.8	2.7	2.3	-	2.3	-
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.1	2.4	2.3	2.3	4.2
Public Sector	1.6	2.0	2.5	2.3	2.5	2.6	3.1	3.1	3.3	3.4
Private Sector	1.8	2.7	2.3	2.8	2.4	1.9	2.2	3.3	1.6	2.2
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	3.2	3.2	3.0

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN JANUARY 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Utilities (1 agreement)	**1,340**	**3.0**	**3.8**	**36**	
SaskPower, plant and maintenance employees, province-wide, Sask.	1,340	3.0	3.8	36	31/12/03
Manufacturing (1 agreement)	**500**	**2.6**	**3.0**	**36**	
Johnson & Johnson Products Inc., hourly rated employees, Montréal, Que.	500	2.6	3.0	36	30/04/03
Transportation (2 agreements)	**2,350**	**2.1**	**2.2**	**36**	
Canadian Pacific Railway & St. Lawrence & Hudson Railway, non-operating employees, System-Wide	1,210	2.0	2.0	36	31/12/03
City of Winnipeg, bus drivers, Winnipeg, Man.	1,140	2.1*	2.3	36	11/01/03
Education, Health and Social Services (5 agreements)	**6,210**	**2.8**	**2.8**	**25.6**	
Calgary Roman Catholic Separate School District No. 1, support employees, Calgary, Alta.	1,300	3.1	3.5	36	31/08/02
Toronto Catholic District School Board, secondary teachers, Toronto, Ont.	2,170	2.9	2.9	12	31/08/01
Université du Québec à Trois-Rivières, Instructors/Tutors/Lecturers, Trois-Rivieres, Que.	840	4.1	3.3	48	31/05/03
York University, teaching assistants, Toronto, Ont.	700	2.0	2.0	24	31/08/02
York University, teaching assistants, Toronto, Ont.	1,200	2.0	2.0	24	31/08/02
Public Administration (3 agreements)	**8,300**	**4.1**	**5.5**	**28.3**	
City of Edmonton, outside employees, Edmonton, Alta.	1,780	3.0	3.0	36	28/12/02
City of Edmonton, police officers, Edmonton, Alta.	1,170	3.0	3.0	36	28/12/02
Government of Canada, correctional officers, Canada-Wide	5,350	4.7	6.9	24	31/05/02
Agreements with COLA (1 agreement)	**1,140**	**2.1**	**2.3**	**36**	
Agreements without COLA (11 agreements)	**17,560**	**3.4**	**4.1**	**28.7**	
All Agreements (12 agreements)	**18,700**	**3.3**	**4.0**	**29.1**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,840	B/CO	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	B/CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Quebec Construction	various	68,910	MED	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•TELUS	TWU	16,710	B	Dec. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	B	Mar. 01
•CN Rail	various unions	11,430	B/TENT	Dec. 00
•CP Rail	various unions	5,590	B/CO/TENT	Dec. 00
•VIA	various unions	2,530	CO	Dec. 00
•Pipe Line Contractors' Association	various unions	4,300	B/TENT	Apr. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

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Conversion to a Modified NAICS 1997
(North American Industry Classification System)

The Workplace Information Directorate (WID) will be converting its definition of industrial structure from Statistic Canada's 1971 Standard Industrial Classification (SIC) system to the North American Industry Classification System (NAICS). NAICS is a classification system developed by the statistical agencies of Canada, Mexico and the United States to provide common definitions on the industrial structure of the three economies.

The former Labour SIC system contained 7 large industry sector divisions, defined by a three digit code. The new NAICS consists of 20 sectors. 99 subsectors, 321 industry groups, 734 industries and 921 national industries defined by a code reflected in two to six-digit levels. For analytical purposes, the Workplace Information Directorate (WID) determined there were far too many industry sectors within the NAICS structure to report its data. Using the NAICS framework, the 20 larger sectors were regrouped into 11 large industry sectors. All publications in WID, will report and publish data using the following restructured 11 industry divisions devised within the framework of the North American Industry Classification System (see following page). Statistical data can be made available under the old SIC system by special request to the Client Services section of the Workplace Information Directorate. The same information can also be compiled and re-sorted under the original NAICS structure.

The new industry format in the wage data series will commence with the January 2001 data to be published in March 2001.

NAICS - LABOUR
(20 NAICS sectors regrouped into 11 new industry sectors)

	(NAICS code)	
1.	(11 + 21)	Primary Industries
2.	(22)	Utilities
3.	(23)	Construction
4.	(31 to 33)	Manufacturing
5.	(41 to 45)	Wholesale and Retail Trade
6.	(48 + 49)	Transportation
7.	(51)	Information and Cultural Industries
8.	(52 to 56)	Finance, Real Estate, Management Services
9.	(61 + 62)	Education, Health and Social Services (predominantly public sector services)
10.	(71 to 81)	Entertainment, Hospitality Industry (predominantly private sector...)
11.	(91)	Public Admininistration

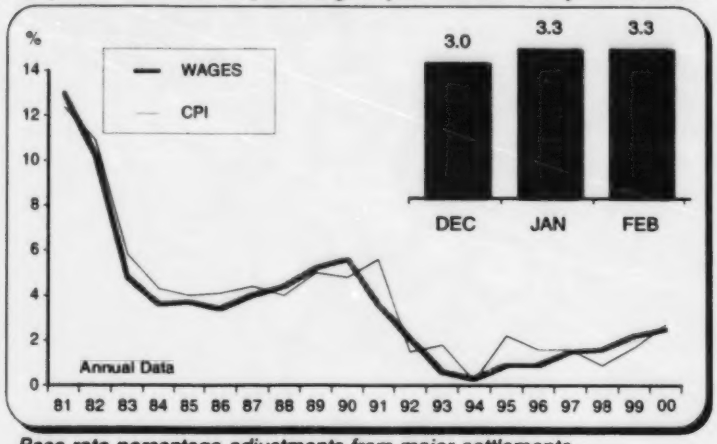
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

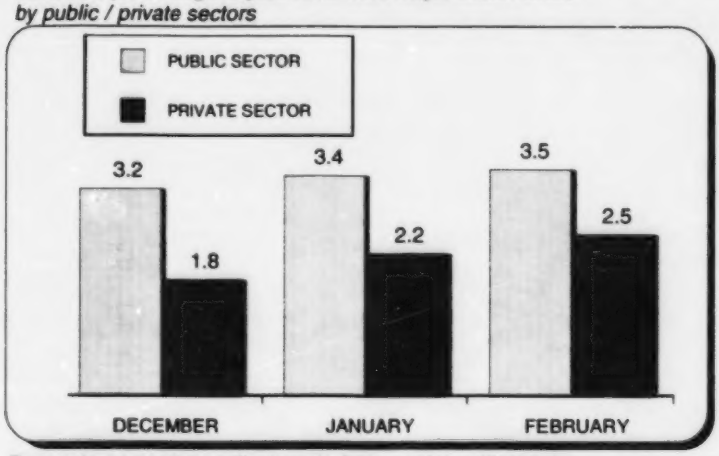
...NTS BULLETIN

April 2001
Volume 12, Issue 4

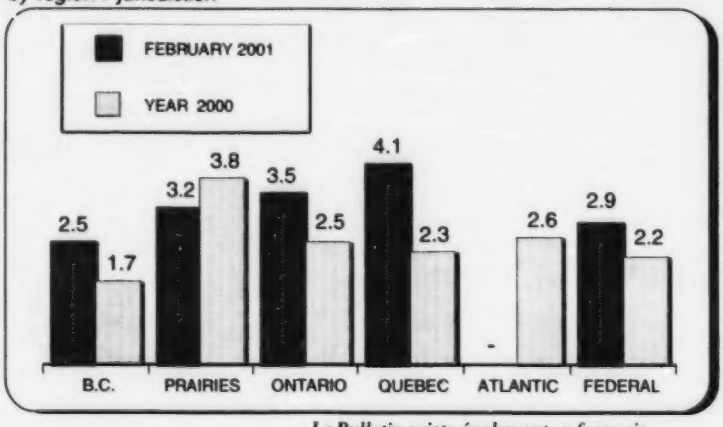
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for February 2001

Major collective bargaining settlements reached in **February 2001** provided base-rate wage increases averaging **3.3 per cent** annually over the contract-term. This was the same average as in the previous month, but up from the 2.5 per cent average for 2000 as a whole.

The February 2001 results are based on a review of 25 settlements reached in the period, with a coverage of 45,320 employees.

When the parties to these settlements previously negotiated (with contract durations averaging 29 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 3.3 per cent in their current round of settlements and a current average contract duration of 27 months.

Wage adjustments in February were largely influenced by Ontario public sector settlements providing 24,380 employees (54% of all workers covered in February's major settlements) with wage increases averaging 3.6 per cent. Most of these agreements were in the education sector.

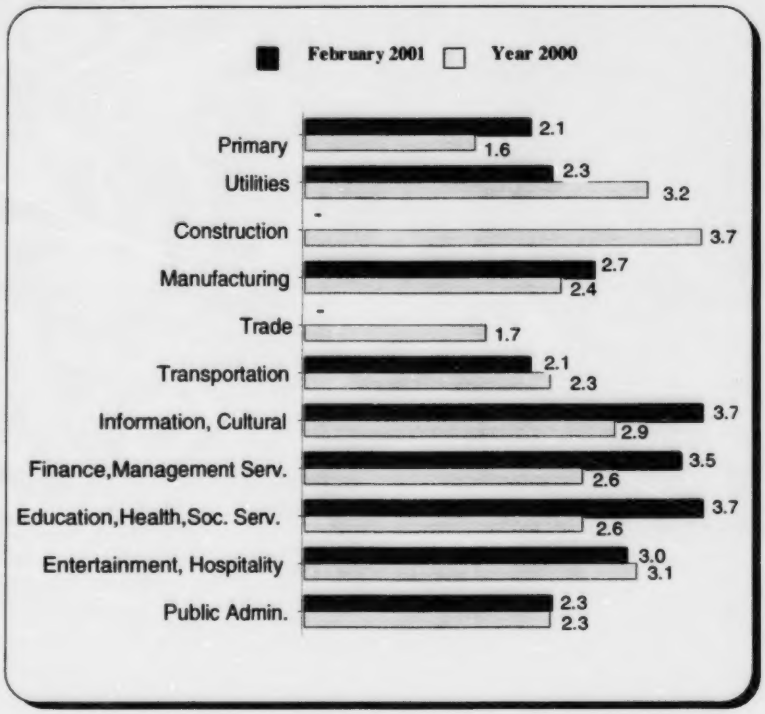
Public sector increases were above those in the private sector. In the **public sector**, wage increases for 37,050 employees in 18 agreements averaged **3.5 per cent**, just a fraction above the previous month's figure of 3.4 per cent, and up from last year's average of 2.5 per cent. **Private-sector** wage adjustments for 8,270 employees in 7 settlements averaged **2.5 per cent**, up slightly from the 2.2 per cent figure reached in the previous month, and from the average of 2.3 per cent for the year 2000. In the last 3 months (Dec. 2000 to Feb. 2001) public sector increases have averaged 3.4 per cent whereas private sector increases have been much lower at 2.2 per cent.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: Quebec at 4.1 per cent (1 agreement); Ontario at 3.5 per cent (14 agreements); the Prairie provinces at 3.2 per cent (5 agreements); Federal jurisdiction at 2.9 per cent (4 agreements); British Columbia at 2.5 per cent (1 agreement). There were no settlements in the Atlantic provinces.

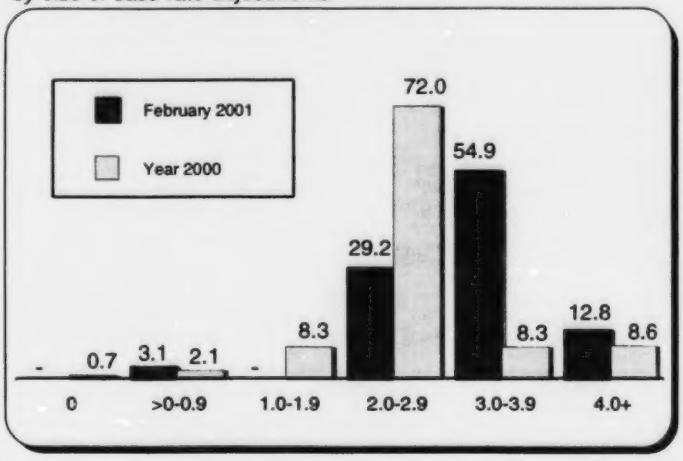
Canada

On an industry basis, the largest increase was in **education, health and social services** as well as in the **information and cultural** sector, both at 3.7 per cent. In **the education, health and social services sector,** there were 13 agreements covering 29,260 employees accounting for 65 per cent of all employees in February settlements.; the **information and cultural** sector results was based on only a single agreement covering 3,600 employees (SaskTel). The second largest increase was in the **finance** sector with a single agreement providing 780 employees with a wage gain averaging **3.5 per cent** (CIBC Visa Centre). In the **entertainment and hospitality** sector, a single agreement provided 550 employees with a wage increase averaging **3.0 per cent** (Textile Rental Institute). In **manufacturing,** 2 agreements provided 2,470 employees with an average annual increase of **2.7 per cent.** In both the **utilities sector and public administration,** wage gains averaged **2.3 per cent.** The lowest average increase was in **primary industries** and the **transportation sector, at 2.1 per cent.** There were no major settlements in the remaining industrial sectors.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, for February 2001

	Agreements	Employees
Atlantic provinces	-	-
Quebec	1	1,970
Ontario	14	27,900
Prairie provinces	5	5,990
B.C.	1	500
Federal	4	8,960

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	1998	1999	2000	2000				Year to	2000	2001	
				1	2	3	4	Date	Dec	Jan	Feb
All Industries/Jurisdictions											
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	3.3	3.0	3.3	3.3
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	2.9	3.4	3.0	3.4	3.4
COLA	2.8	3.5	2.2	2.3	2.6	1.8	2.1	2.3	-	2.1	2.3
First Year Increase	1.4	1.9	2.3	2.0	2.6	2.4	3.1	3.3	2.7	4.0	3.0
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.1	3.3	2.7	4.1	3.0
COLA	2.5	3.4	2.3	2.5	2.9	1.0	1.6	2.4	-	2.3	2.5
Industries											
Primary	1.1	2.2	1.6	-	1.5	-	2.3	2.1	-	-	2.1
Utilities	2.4	1.8	3.2	3.7	2.8	2.5	2.7	2.6	2.6	3.0	2.3
Construction	2.4	2.0	3.7	3.9	-	2.7	-	-	-	-	-
Manufacturing	1.5	3.5	2.4	2.6	2.9	2.2	1.5	2.7	0.8	2.6	2.7
Wholesale and Retail Trade	1.8	1.3	1.7	2.0	2.5	1.5	1.7	-	2.2	-	-
Transportation	2.1	2.8	2.3	2.3	2.2	1.7	2.4	2.1	3.0	2.1	2.1
Information and Cultural Industries	1.1	2.5	2.9	2.3	-	2.0	3.7	3.7	2.3	-	3.7
Finance, Management Services	0.8	2.5	2.6	2.0	1.9	2.8	-	3.5	-	-	3.5
Education, Health, Social Services	1.4	1.8	2.6	2.2	3.7	2.8	3.6	3.5	4.0	2.8	3.7
Entertainment,Hospitality Industry	3.4	2.6	3.1	-	-	2.3	4.1	3.0	3.0	-	3.0
Public Admininistration	1.8	2.2	2.3	2.5	2.1	2.6	2.4	3.6	2.4	4.1	2.3
Jurisdictions											
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	-	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	2.2	-	-	-	-	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	-	-	-	-
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.7	3.3	-	-	-	-
Quebec	1.1	1.6	2.3	2.3	2.7	2.8	2.6	3.9	2.4	3.5	4.1
Ontario	1.6	2.2	2.5	2.5	2.3	2.2	3.0	3.3	3.2	2.5	3.5
Manitoba	1.4	2.5	2.6	2.5	2.4	2.4	3.5	2.2	2.3	2.1	2.3
Saskatchewan	1.8	2.0	3.5	2.0	-	-	3.6	3.0	2.0	3.0	-
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5	3.3	3.7	3.0	3.5
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.2	2.5	2.3	-	2.5
Multi-Province	1.5	2.2	2.4	2.6	1.8	2.7	2.3	-	2.3	-	-
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.0	2.4	3.4	2.3	4.2	2.9
Public Sector	1.6	1.9	2.5	2.3	2.5	2.6	3.1	3.5	3.2	3.4	3.5
Private Sector	1.8	2.7	2.3	2.8	2.4	1.9	2.2	2.5	1.8	2.2	2.5
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	2.9	3.2	3.0	2.9

Data for the current month are preliminary.

The *Year-to Date* data is for Jan.-Feb. 2001.

MAJOR SETTLEMENTS REACHED IN FEBRUARY 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yy/mm/dd
Primary (1 agreement)	**1,260**	**2.1**	**2.9**	**42**	
Falconbridge Limited, production, Falconbridge, Ont.	1,260	2.1*	2.9	42	2004/01/31
Utilities (2 agreements)	**1,440**	**2.3**	**2.5**	**24**	
Toronto Hydro, hourly rated employees, Toronto, Ont.	900	2.3*	2.5	24	2003/01/31
Toronto Hydro, salaried employees, Toronto, Ont.	540	2.3*	2.5	24	2003/01/31
Manufacturing (2 agreements)	**2,470**	**2.7**	**3.1**	**44**	
Cargill Limited, Cargill Foods Division, plant and maintenance employees, High River, Alta.	1,650	2.7	3.8	48	2004/12/31
General Electric Canada Inc., plant and maintenance employees, Pickering, Ont.	820	2.6*	1.6	36	2004/02/15
Transportation (2 agreements)	**2,820**	**2.1**	**2.1**	**33.9**	
BC Rail Ltd., maintenance of way employees, province-wide, B.C.	500	2.5	2.5	24	2002/12/31
Canadian Pacific Limited, bridge and structure employees, system-wide	2,320	2.0	2.0	36	2003/12/31
Information and Cultural Industries (1 agreement)	**3,600**	**3.7**	**3.0**	**36**	
Saskatchewan Telecommunications, office, technical employees, telephone operators, province-wide, Sask.	3,600	3.7	3.0	36	2004/03/20
Finance, Real Estate, Management Services (1 agreement)	**780**	**3.5**	**3.5**	**12**	
Canadian Imperial Bank of Commerce (Visa Centre), office and clerical employees, Toronto, Ont.	780	3.5	3.5	12	2002/02/28
Education, Health and Social Services (13 agreements)	**29,260**	**3.7**	**3.1**	**24**	
Bluewater District School Board, secondary teachers, Chesley, Ont.	570	3.6	3.6	12	2001/08/31
Calgary Regional Health Authority (Foothills Hospital), non-medical employees, Calgary, Alta.	2,280	4.0	4.0	12	2002/03/31
Calgary Regional Health Authority, non-medical employees, Calgary, Alta.	530	4.0	4.0	12	2002/03/31
Carleton University, teaching assistants, Ottawa, Ont.	1,200	3.8	3.5	24	2002/08/31
Diversicare Limited Partnership, non-medical employees, Toronto, Ont.	890	2.9	2.5	36	2003/12/31
Greater Essex County District School Board, elementary teachers, Windsor, Ont.	1,320	3.0	3.0	12	2001/08/31
Lambton Hospital Group, health service-non-professionals, Sarnia, Ont.	560	2.6	2.9	36	2004/03/31
Simcoe County District School Board, secondary teachers, Midhurst, Ont.	1,020	5.2	5.2	12	2001/08/31

Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN FEBRUARY 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yy/mm/dd
St. Vital School Division No. 6, elementary and secondary teachers, St. Vital, Man.	650	2.0	2.0	24	2000/06/30
Toronto District School Board, elementary teachers, Toronto, Ont.	10,600	3.9	3.0	24	2002/08/31
Toronto District School Board, secondary teachers, Toronto, Ont.	6,270	3.9	3.1	24	2002/08/31
University of Quebec at Montreal, Instructors/Tutors/Lecturers, Montréal, Que.	1,970	4.1	4.2	36	2002/12/31
Upper Canada District School Board, office and clerical employees, Brockville, Ont.	1,400	0.9	0.0	44	2002/08/31
Entertainment, Hospitality (1 agreement)	**550**	**3.0**	**3.0**	**36**	
Textile Rental Institute of Ontario, laundry and dry cleaners, Metropolitan Toronto, Ont.	550	3.0	3.0	36	2003/12/31
Public Administration (2 agreements)	**3,140**	**2.3**	**2.1**	**24**	
City of Winnipeg, firefighters, Winnipeg, Man.	880	2.5*	2.5	24	2001/12/30
Government of Canada, finance employees, Canada-Wide	2,260	2.3	2.0	24	2001/11/06
Agreements with COLA (5 agreements)	**4,400**	**2.3***	**2.5**	**31.4**	
Agreements without COLA (20 agreements)	**40,920**	**3.4**	**3.0**	**26.6**	
All Agreements (25 agreements)	**45,320**	**3.3**	**3.0**	**27.1**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,840	B/CO	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	400	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	ARB	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	CO	Mar. 00
•Quebec Construction	various	68,910	MED	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•TELUS	TWU	16,710	B	Dec. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	B	Mar. 01
•CN Rail	various unions	5,230	CO	Dec. 00
•CP Rail	various unions	5,590	B/CO/TENT	Dec. 00
•VIA	various unions	2,530	CO	Dec. 00
•Pipe Line Contractors' Association	various unions	4,300	B/TENT	Apr. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

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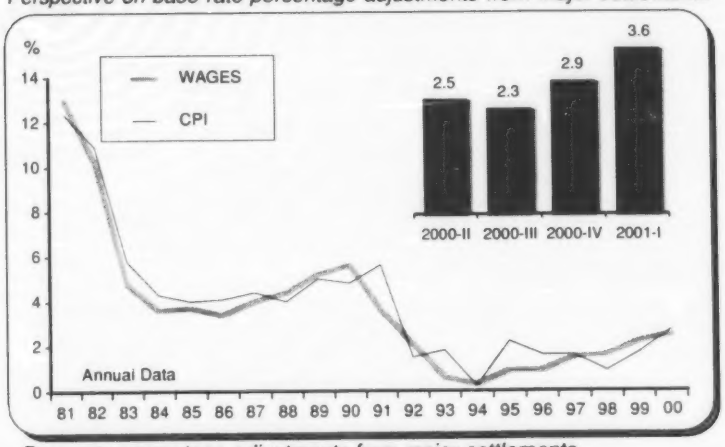
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

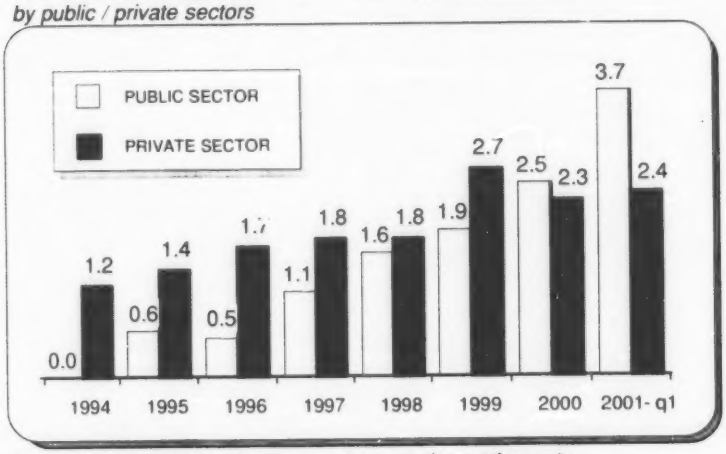
...LEMENTS BULLETIN

May 2001
Volume 12, Issue 5

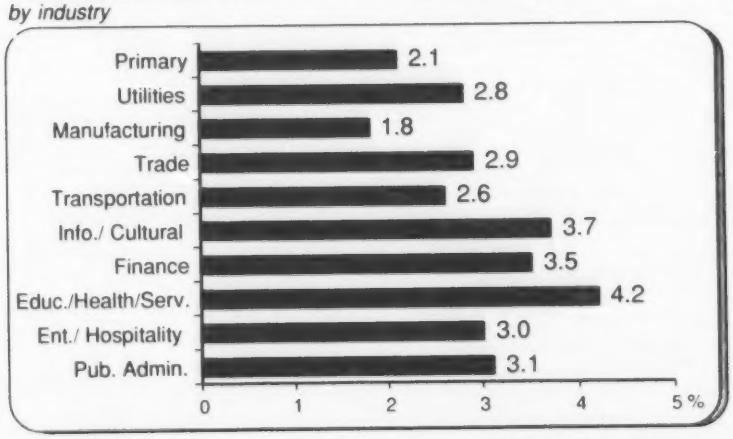
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

Wage Data for First Quarter 2001

Major collective bargaining settlements reached in the **first quarter of the year 2001** provided base-rate wage increases averaging **3.6 per cent** annually over the contract-term, up from the 2.9 per cent figure in the fourth quarter of 2000 and the 2.5 per cent figure for the year 2000. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.1 per cent, a smaller gain than in their current settlements.

There has been a gradual rise in the size of overall wage adjustments since 1994. The 3.6 per cent gain in the first quarter of the year 2001 still remains below the most recent annual peak of 5.6 per cent in 1990. Also, since 1993, average wage adjustments in the private sector had generally been above those in the public sector, although the gap had been narrowing since late 1997. However since May 2000, public sector increases have generally been higher than those in the private sector.

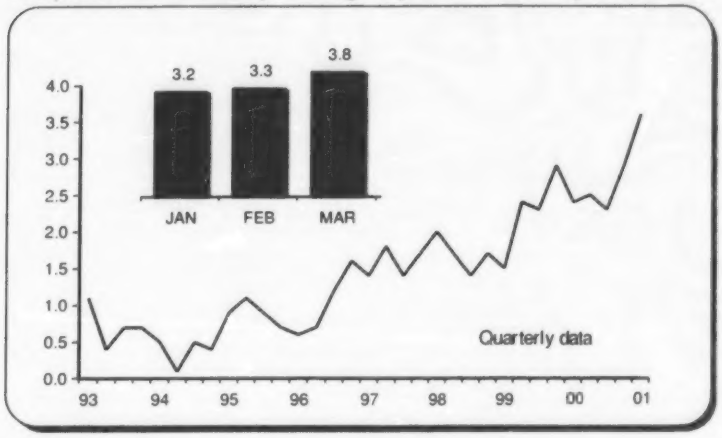
Wage adjustments for 138,580 employees in 52 first-quarter **public-sector** settlements averaged **3.7 per cent**. These results were significantly influenced by settlements in the Alberta public sector, more specifically with 3 health sector agreements covering 20,350 nurses across the province, with wage increases averaging 7.1 per cent. Excluding all Alberta public sector settlements, the remaining public sector agreements would have averaged wage gains of 3.1 per cent and the resulting first quarter 2001 aggregate average would be 3.0 per cent. In the **private sector**, 18 settlements reached in the first quarter provided wage adjustments averaging **2.4 per cent** for 20,550 employees, up slightly from the 2.3 per cent average for private sector settlements during the year 2000. The vast majority of first-quarter 2001 major settlements were in the public sector.

First-quarter 2001 wage increases by industry are shown in the adjoining chart.

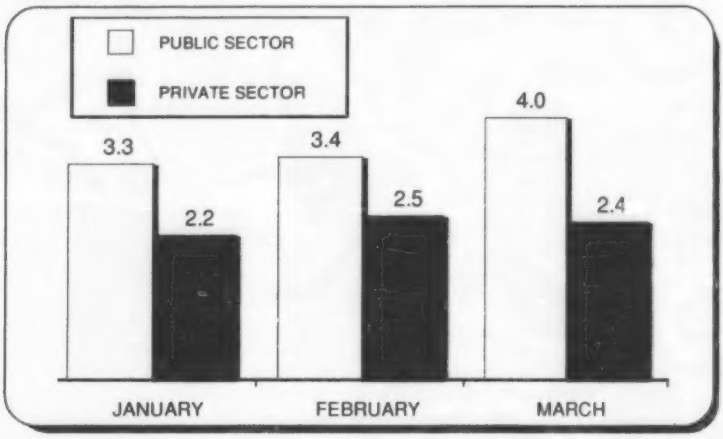
On a regional/jurisdictional basis, first quarter 2001 wage increases in descending order of magnitude were: the Prairie provinces, with wage adjustments averaging 5.2 per cent (Alberta at 5.8 per cent); Quebec at 3.9 per cent; Federal jurisdiction at 3.3 per cent.; Yukon Territories at 3.2 per cent; Ontario at 3.1 per cent; British Columbia at 2.9 per cent and the Atlantic provinces at 2.0 per cent.

Canada

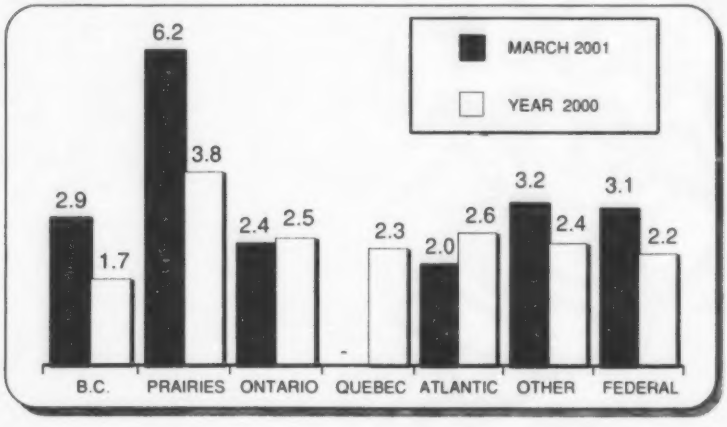
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for March 2001

Major collective bargaining settlements reached in **March 2001** provided base-rate wage adjustments averaging **3.8 per cent** annually over the contract-term, up from 3.3 per cent in February and from 2.5 per cent in the year 2000.

The results for March 2001 are based on a review of 26 settlements covering 86,490 employees. When the parties to these settlements previously negotiated (with contract durations averaging 29 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 3.8 per cent in their current round of settlements and a current average contract duration of 33 months.

Wage adjustments in March settlements ranged from a wage freeze for 1,200 employees with the Ford Electronics Mfg Corporation in Ontario, to a high of 7.1 per cent for 20,350 nurses in 3 Alberta health sector contracts. The Alberta nurses' settlements had by far the largest impact on wages in March.

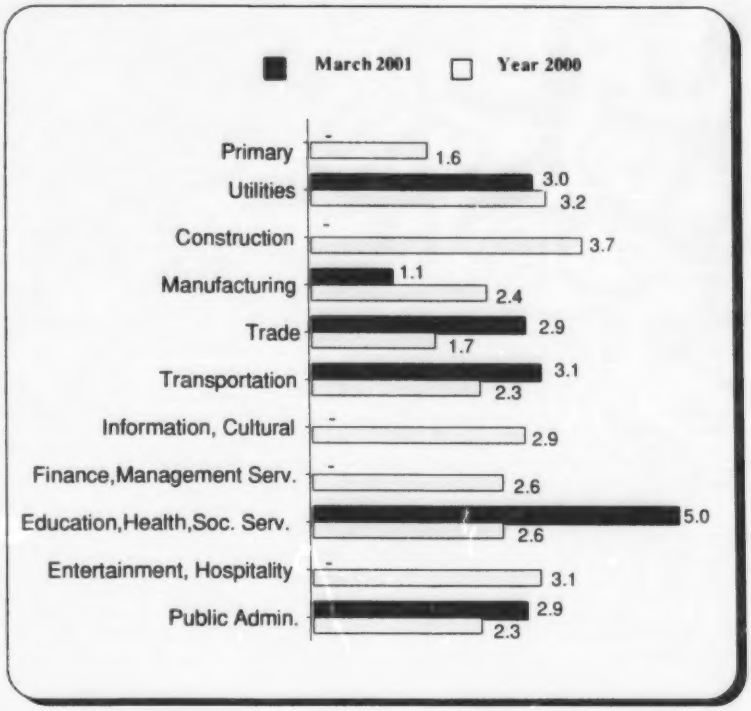
Excluding the 3 Alberta nursing settlements, wage increases averaged 2.8 per cent for the remaining 66,140 employees in 23 March agreements.

Wage gains in March were higher in the **public sector** (4.0 per cent) than in the **private sector** (2.4 per cent). In the public sector, the largest bargaining unit (32,000 BCGEU employees) settled with the Government of British Columbia for wage gains averaging 3.0 per cent. In the private sector, 5,790 railway employees settled with CN for wage increases averaging 3.1 per cent in 3 separate contracts. The overall public sector data cover 76,420 employees in 18 agreements. There were 8 private sector agreements in March, covering 10,070 employees.

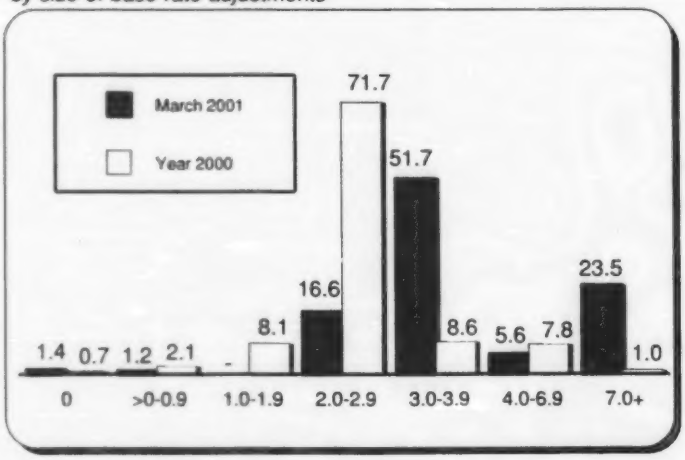
On a regional/jurisdictional basis, wage adjustments in March, in descending order of magnitude were: the Prairies at 6.2 per cent; the Yukon at 3.2 per cent; the Federal jurisdiction at 3.1 per cent; B.C. at 2.9 per cent; Ontario at 2.4 per cent; the Atlantic provinces at 2.0 per cent; there were no settlements in Quebec.

On an industry basis, the largest increase and the largest concentration of employees was in **the education, health and social services sector**; 15 agreements (57.7% of all agreements) provided 40,110 employees (46.4% of all employees) with wage increases averaging 5.0 per cent. Wage increases in this sector ranged from 2.0 per cent for 5,760 health service employees with the Government of New Brunswick, to 7.1 per cent for 20,350 nurses with the Government of Alberta. All remaining industry divisions recorded average wage increases below the month's aggregate figure of 3.8 per cent.The smallest sectoral increase was in **manufacturing**; 4 agreements provided 3,560 employees with wage adjustments averaging **1.1 per cent**. In **public administration,** 2 agreements provided 32,780 employees with wage gains averaging **2.9 per cent**; this included the Government of B.C.'s master agreement with 32,000 public servants, at 3.0 per cent. In the **transportation** sector, 3 agreements provided 5,790 employees with wage increases averaging **3.1 per cent** . In **utilities,** a single agreement provided 3,530 employees with a wage increase of **3.0 per cent** and in **trade**, one agreement provided 720 employees with a wage gain of 2.9 per cent. There were no major settlements in the remaining industrial sectors.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, for March 2001

	Agreements	Employees
Atlantic provinces	1	5,760
Quebec	-	-
Ontario	10	10,930
Prairie provinces	9	27,820
B.C.	2	35,500
Yukon	1	690
Federal	3	5,790

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000				2001	2001		
				1	2	3	4	1	Jan	Feb	Mar
All Industries/Jurisdictions											
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	3.6	3.2	3.3	3.8
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	3.0	3.9	3.3	3.4	4.5
COLA	2.8	3.5	2.2	2.3	2.6	1.8	2.1	2.8	2.1	2.3	2.9
First Year Adjustment	1.4	1.9	2.3	2.0	2.6	2.4	3.1	4.4	3.9	2.9	5.3
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.1	4.5	3.9	3.0	6.1
COLA	2.5	3.4	2.3	2.5	2.9	1.1	1.5	3.9	2.3	2.5	4.2
Industries											
Primary	1.1	2.2	1.6	-	1.5	-	2.3	2.1	-	2.1	-
Utilities	2.4	1.8	3.2	3.7	2.8	2.5	2.7	2.8	3.0	2.2	3.0
Construction	2.4	2.0	3.7	3.9	-	2.7	-	-	-	-	-
Manufacturing	1.5	3.5	2.4	2.6	2.9	2.2	1.5	1.8	2.6	2.6	1.1
Wholesale and Retail Trade	1.8	1.3	1.7	2.0	2.5	1.5	1.7	2.9	-	-	2.9
Transportation	2.1	2.8	2.3	2.3	2.2	1.8	2.4	2.6	2.1	2.1	3.1
Information and Cultural Industries	1.1	2.5	2.9	2.3	-	2.0	3.7	3.7	-	3.7	-
Finance, Management Services	0.8	2.8	2.6	2.0	1.9	2.8	-	3.5	-	3.5	-
Education, Health, Social Services	1.4	1.8	2.6	2.2	3.7	2.8	3.4	4.2	2.9	3.6	5.0
Entertainment,Hospitality Industry	3.4	2.6	3.1	-	-	2.3	4.1	3.0	-	3.0	-
Public Admininistration	1.8	2.2	2.3	2.5	2.1	2.6	2.4	3.1	4.1	2.3	2.9
Jurisdictions											
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	-	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	2.2	-	-	-	-	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	2.0	-	2.0	-
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.7	3.3	2.0	-	-	2.0
Quebec	1.1	1.6	2.3	2.3	2.7	2.8	2.6	3.9	3.5	4.1	-
Ontario	1.6	2.2	2.5	2.5	2.3	2.2	3.0	3.1	2.8	3.4	2.4
Manitoba	1.4	2.5	2.6	2.5	2.4	2.4	3.5	1.8	2.1	2.3	0.6
Saskatchewan	1.8	2.0	3.5	2.0	-	-	3.6	3.0	3.0	-	3.0
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5	5.8	3.0	3.5	6.6
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.2	2.9	-	2.5	2.9
Multi-Province	1.5	2.2	2.4	2.6	1.8	2.7	2.3	3.2	-	-	3.2
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.0	2.4	3.3	4.2	2.9	3.1
Public Sector	1.6	1.9	2.5	2.3	2.5	2.6	3.1	3.7	3.3	3.4	4.0
Private Sector	1.8	2.7	2.3	2.8	2.4	1.9	2.2	2.4	2.2	2.5	2.4
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	2.8	3.0	2.9	2.5

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN MARCH 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yy/mm/dd
Utilities (1 agreement)	**3,530**	**3.0**	**3.0**	**12**	
Hydro One, office and clerical employees, province-wide, Ont.	3,530	3.0	3.0	12	2002/03/31
Manufacturing (4 agreements)	**3,560**	**1.1**	**0.9**	**35.3**	
Atlas Speciality Steels, a Division of Atlas Steels Inc., plant and maintenance employees, Welland, Ont.	720	2.1 *	2.0	36	2004/03/22
Ford Electronics Manufacturing Corporation, production, Markham, Ont.	1,200	0.0	0.0	36	2004/01/09
Garment Manufacturers Association of Western Canada, production, Winnipeg, Man.	1,020	0.6	0.0	48	2004/12/14
Kodak Canada Inc., plant and maintenance employees, Toronto, Ont.	620	3.0	3.0	12	2001/10/31
Wholesale and Retail Trade (1 agreement)	**720**	**2.9**	**3.6**	**36**	
Great Atlantic & Pacific Company of Canada, Limited, grocery distribution centre employees, Toronto, Ont.	720	2.9	3.6	36	2003/10/11
Transportation (3 agreements)	**5,790**	**3.1**	**3.9**	**36**	
Canadian National Railway Company, office and clerical employees, System-Wide (excl. Nfld.)	2,590	3.2	4.2	36	2003/12/31
Canadian National Railway Company, service and maintenance employees, System-Wide,	650	2.0	2.0	36	2003/12/31
Canadian National Railway Company, shopcraft employees, System-Wide,	2,550	3.1	4.0	36	2003/12/31
Education, Health and Social Services (15 agreements)	**40,110**	**5.0**	**6.8**	**31.4**	
Calgary Regional Health Authority, non-medical employees, Calgary, Alta.	790	4.0	4.0	12	2002/03/31
Calgary Regional Health Authority, non-medical employees, Calgary, Alta.	750	4.0	4.0	12	2002/03/31
Conseil des écoles catholiques de langue française du Centre-Est, elementary teachers, Gloucester, Ont.	750	2.0	2.0	12	2001/08/31
Continuing Care Employers Association, nurses, province-wide, Alta.	500	7.1	10.3	24	2003/03/31
Emergency Health Services Commission, ambulance drivers, Vancouver, B.C.	3,500	2.2 *	2.0	60	2005/03/31
Government of New Brunswick, non-medical employees, province-wide, N.B.	5,760	2.0	2.0	48	2003/06/30
Government of Yukon, elementary and secondary teachers, territory-wide, Y.T.	690	3.2	3.0	36	2003/06/30
Provincial Health Authorities of Alberta, nurses, prov.-wide, Alta.	18,400	7.1	10.3	24	2003/03/31
Provincial Health Authorities of Alberta, nurses, prov.-wide, Alta.	1,450	7.1	10.3	24	2003/03/31
Provincial Health Authorities of Alberta,office and clerical employees, province-wide (excl. Calgary), Alta.	3,320	4.9	7.0	36	2004/03/31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN MARCH 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yy/mm/dd
Queen's University, professors, Kingston, Ont.	860	2.0	2.0	12	2002/04/30
Rainbow District School Board, elementary teachers, Sudbury, Ont.	610	2.6	5.1	32	2003/08/31
Saskatchewan Institute of Applied Science and Technology, Instructors/Tutors/Lecturers, province-wide, Sask.	1,030	3.0	3.0	36	2003/06/30
Saskatchewan Institute of Applied Science and Technology, administrative services employees, province-wide, Sask.	560	3.0	3.0	36	2003/06/30
Upper Grand District School Board, elementary teachers, Guelph, Ont.	1,140	3.0	3.8	24	2002/08/31
Public Administration (2 agreements)	**32,780**	**2.9**	**4.4**	**36**	
Government of British Columbia, all categories, province-wide, B.C.	32,000	3.0 *	4.4	36	2004/03/31
Niagara Parks Commission, recreational employees, Niagara Falls, Ont.	780	2.3	2.0	36	2003/10/31
Agreements with COLA (3 agreements)	**36,220**	**2.9 ***	**4.2**	**38.3**	
Agreements without COLA (23 agreements)	**50,270**	**4.5**	**6.1**	**29**	
All Agreements (26 agreements)	**86,490**	**3.8**	**5.3**	**32.9**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Editor's Note: In the April 2001 edition of the Wage Settlements Bulletin, the *Saskatchewan Telecommunications - CEP* settlement was reported as providing an average annual percentage adjustment of 3.7 per cent. Although total payroll costs increased by only 3.0 per cent in each year of that agreement, the second year wage increase was applied uniformly across the bargaining unit in cents per hour form. This resulted in a higher overall percentage increase because the base rate used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,840	B/CO	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO/TENT	Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	400	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	ARB	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	CO	Mar. 00
•Quebec Construction	various	68,910	MED	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•TELUS	TWU	16,710	B	Dec. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	MED	Mar. 01
•CN Rail	various unions	5,230	CO	Dec. 00
•CP Rail	various unions	3,230	B/TENT	Dec. 00
•VIA	various unions	2,530	CO	Dec. 00
•Pipe Line Contractors' Association	various unions	1,050	B	Apr. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B/MED	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Distribution of Employees and Agreements by Level of Wage Adjustment, for Small, Medium and Large Bargaining Units

In the year 2000, a stratified sample of small bargaining units (between 100 and 499 employees) was created. From the 537 collective bargaining settlements tracked, 147 small bargaining units sample settled as compared to 277 medium size bargaining units (500 to 1999) and 112 large bargaining units of over 2000 employees.

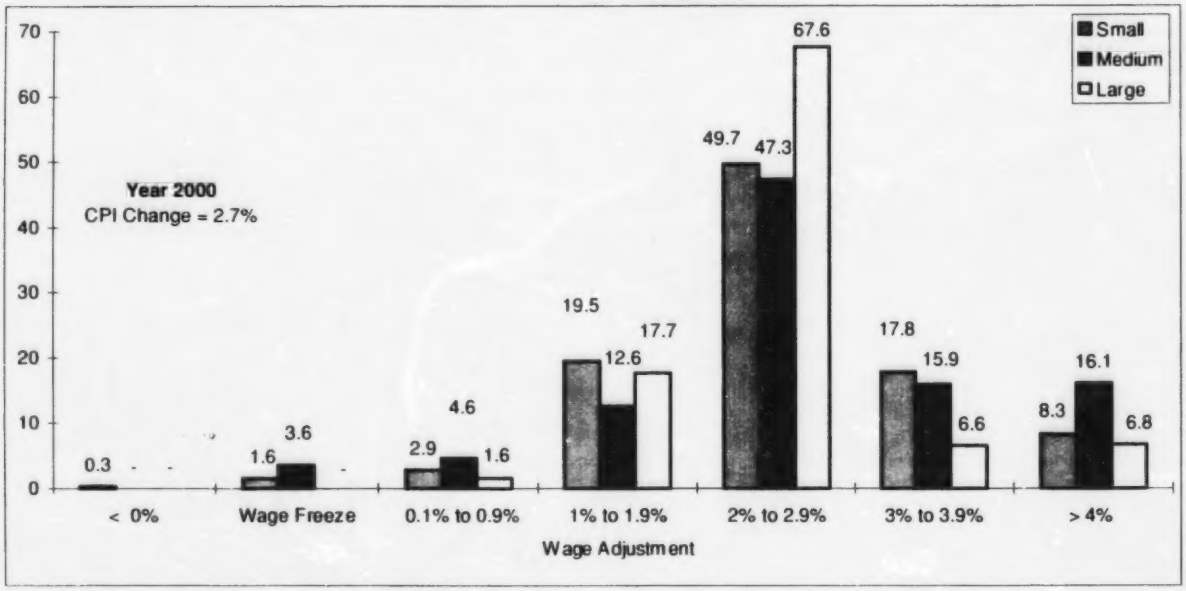
Smaller bargaining units were introduced in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The large and medium size bargaining units represent all the bargaining units across Canada and by industrial sector. However, the small bargaining units represent a sample of bargaining units across Canada and by industrial sector.

In all bargaining units (small medium and large), the modal wage adjustment category for the distribution of employees and agreements is the 2.0 to 2.9 per cent range.

In the small bargaining units, almost half of the employees (49.7 per cent) and agreements (48.4 per cent) received a nominal base-rate wage adjustment between 2.0 and 2.9 per cent. However, 52.8 per cent of public sector employees and 41.3 per cent of private sector employees were in this wage adjustment category. While 24.9 per cent of public sector employees received wage adjustments of 1.0 to 1.9 per cent, only 16.9 per cent of private sector employees were in that wage adjustment category. Moreover, 30.7 per cent of private sector employees received wage adjustments between 3.0 and 3.9 per cent compared to 11.2 per cent of public sector employees.

In the medium bargaining units, 47.3 per cent of employees and 48.5 per cent of agreements were in the wage adjustment category of 2.0 to 2.9 per cent. However, this wage adjustment interval represents 53.8 per cent of public sector employees compared to 40.8 per cent for private sector employees. In the private sector, the 1.0 to 1.9 per cent wage adjustment category represents 17.6 per cent of employees while wage increases of

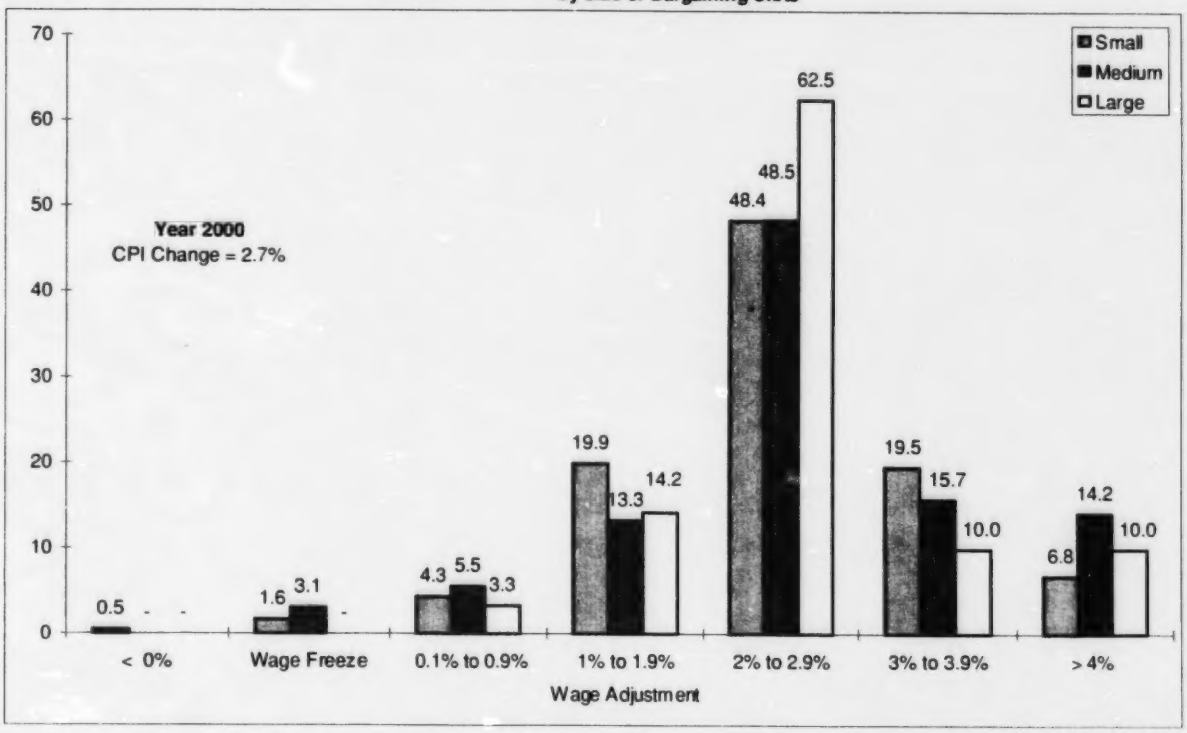
Percentage Distribution of Employees by Wage Adjustment, by Size of Bargaining Units



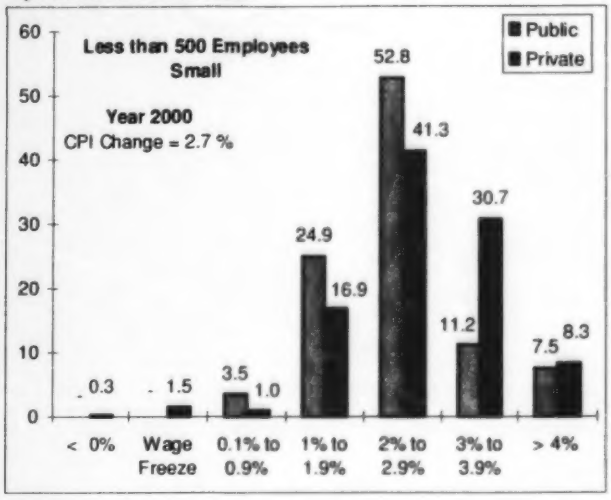
3.0 per cent and greater represent more than one third of employees (33.8 per cent). In the public sector, the 1.0 to 1.9 per cent wage adjustment category represents 7.5 per cent of employees and the 3.0 per cent and greater category represents 30.2 per cent of employees.

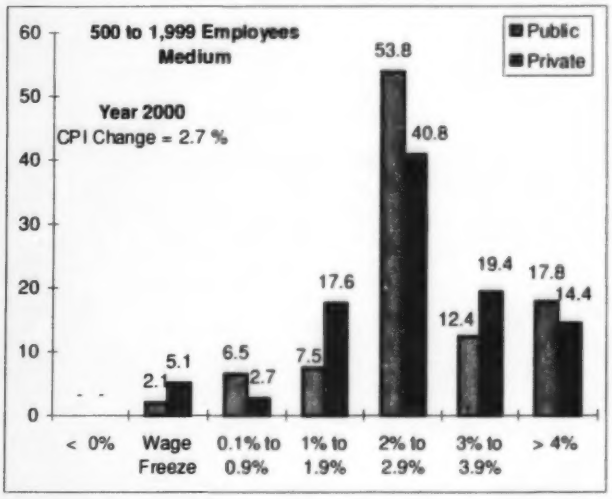
In the large bargaining units, a majority of employees (67.6 per cent) and agreements (62.5 per cent) are in the 2.0 to 2.9 per cent wage adjustment category. In the public sector, this represents 82 per cent of employees and 68.5 per cent of agreements, compared to 53.1 per cent of employees and 56.5 per cent of agreements in the private sector. On the lower end of adjustments, 17.7 per cent of employees received wage increases of 1.0 to 1.9 per cent while 13.4 per cent of employees were awarded increases above 3.0 per cent. In the public sector, 4.2 per cent of employees were in the 1.0 to 1.9 per cent category compared to 31.1 per cent of employees in the private sector. In the public sector, 13.1 per cent of employees received more than 3 per cent as compared to 13.5 per cent in the private sector.

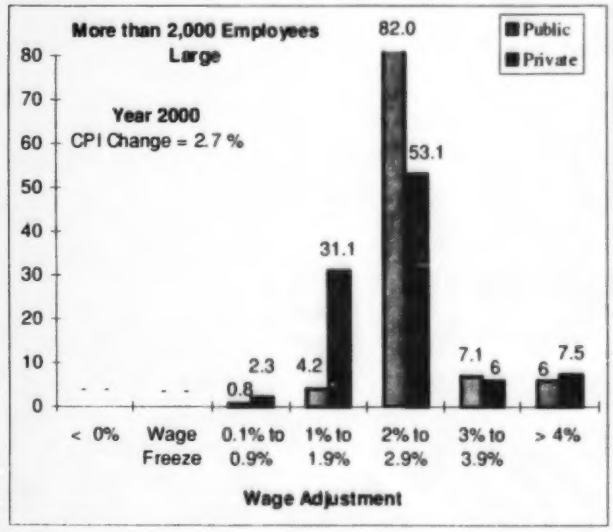
Percentage Distribution of Agreement by Wage Adjustment, by Size of Bargaining Units



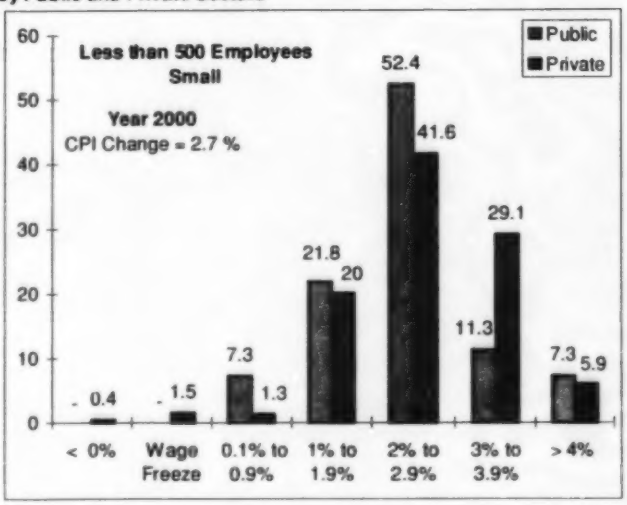
Percentage Distribution of Employees by Wage Adjustment, by Public and Private Sectors

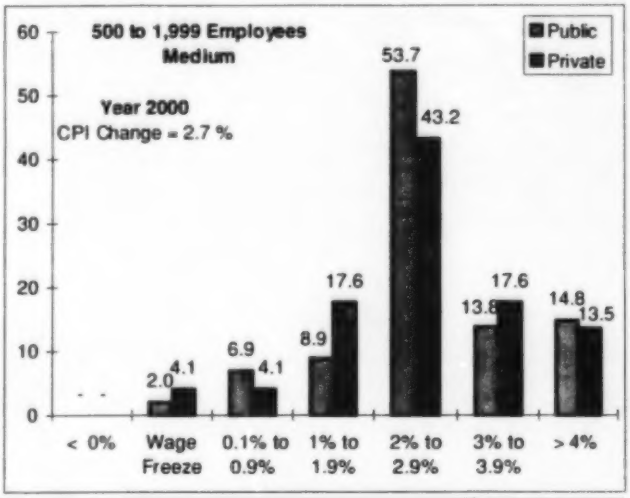


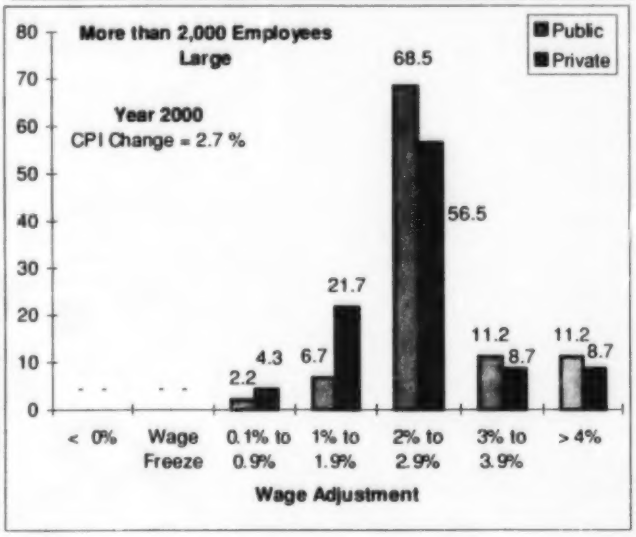




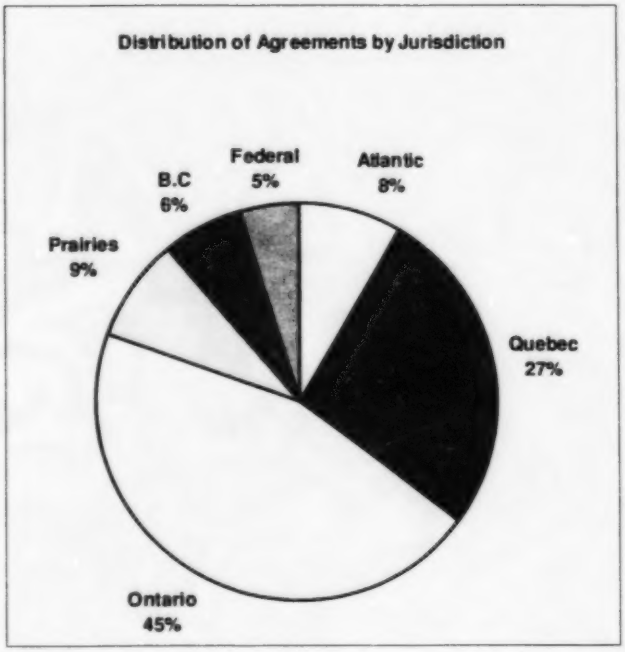
Percentage Distribution of Agreements by Wage Adjustment, by Public and Private Sectors

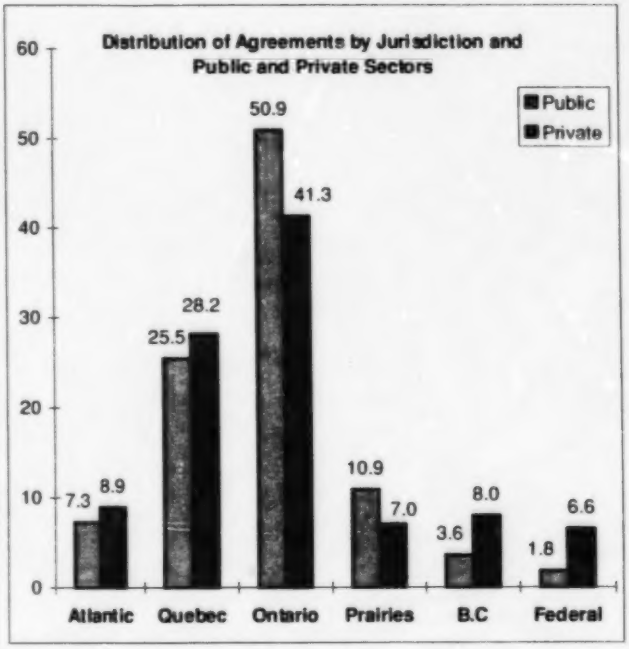






Small Bargaining Units
Less than 500 employees
Year 2000
N = 147





Explanatory Notes

Stratified sample: For more information on the sampling ratio for the small bargaining units please refer to the article in the **Workplace Gazette**, by Jean-Charles Roy, "Moving from a Census to a Sample Approach" Summer 2000, Vol. 3, No. 2, pp. 13-20.

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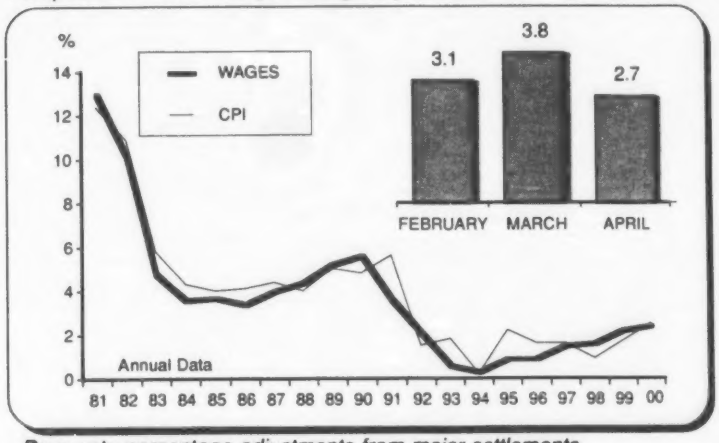
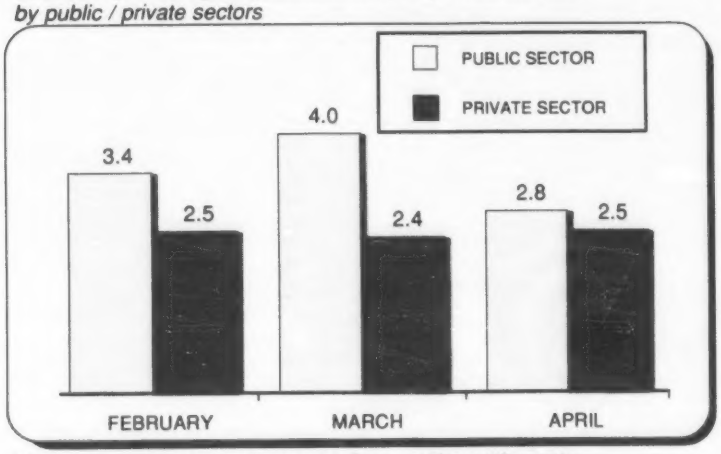
...EMENTS BULLETIN

June 2001
Volume 12, Issue 6

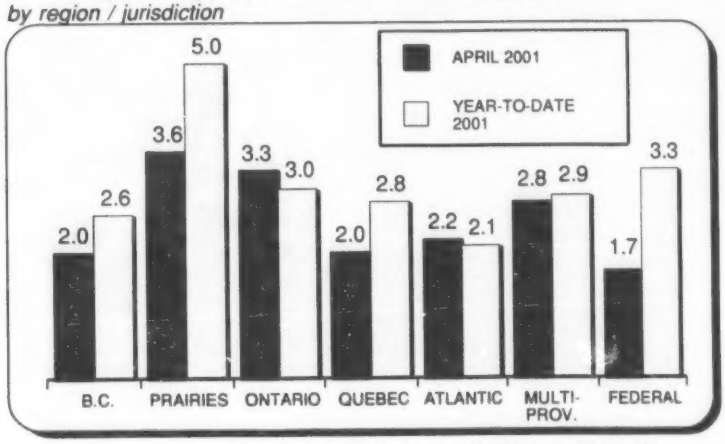
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for April 2001

Major collective bargaining settlements reached in **April 2001** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term. This figure was much lower than the 3.8 per cent average for March, and marginally higher than the 2.5 per cent average for the year 2000.

The April 2001 results are based on a review of 31 settlements reached in the period, with a coverage of 54,250 employees. When the parties to the April 2001 settlements previously negotiated (with contract durations averaging 33 months), the resulting wage adjustments averaged 2.4 per cent, compared to the 2.7 per cent in their current round of settlements and current contract durations also averaging 33 months.

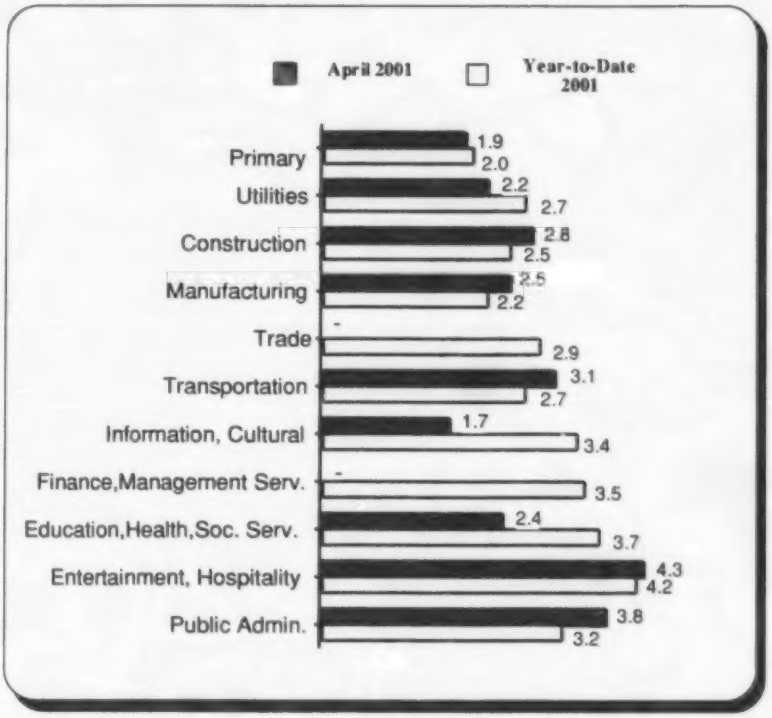
Wage adjustments in base rates for the year-to-date (January to April 2001) averaged 3.3 per cent.

Private-sector wage adjustments for 13,430 employees in 12 settlements averaged **2.5 per cent**, up fractionally from the 2.4 per cent figure reached in the previous month, and from the average of 2.3 per cent for the year 2000. In the **public sector**, wage increases for 40,820 employees in 19 agreements averaged **2.8 per cent**, below the previous month's figure of 4.0 per cent, and up slightly from last year's average of 2.5 per cent.

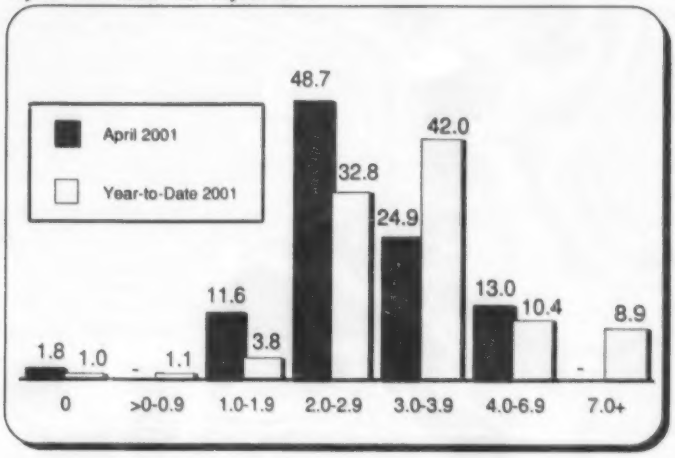
On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the Prairie provinces at 3.6 per cent (5 agreements); Ontario at 3.3 per cent (16 agreements); 2 multi-province agreements averaging 2.8 per cent; the Atlantic provinces at 2.2 per cent (a single agreement). Both Quebec (2 agreements) and British Columbia (4 agreements) averaged increases of 2.0 per cent. In the Federal jurisdiction a single agreement registered an increase of 1.7 per cent.

On an industry basis, the largest increase was in **entertainment and hospitality** as 2 agreements provided 8,300 employees with wage adjustments averaging **4.3 per cent**. The largest concentration of employees was in **education, health and social services**; 12 agreements provided 27,780 employees with wage gains averaging **2.4 per cent.** In **public administration**, 2 agreements provided 2,800 employees with wage gains averaging **3.8 per cent.** In **transportation,** 3 agreements provided 3,260 employees with increases averaging **3.1 per cent.** In the **manufacturing sector**, 7 agreements provided 6,540 employees with wage increases averaging **2.5 per cent**. Two agreements in the **construction** sector provided 5,000 workers with wage gains averaging **2.8 per cent**. In **primary** industries wage increases stood at **1.9 per cent**, in **utilities** at **2.2 per cent** and in **information and cultural** industries at 1.7 per cent. There were no major settlements in **trade** or **finance, management services**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	1	1,200
Quebec	2	4,190
Ontario	16	19,780
Prairie provinces	5	6,240
B.C.	4	18,160
Multi-province	2	4,000
Federal	1	680

WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	1998	1999	2000	2000				2001	Year to	2001		
				1	2	3	4	1	Date*	Feb	Mar	Apr
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	3.5	3.3	3.1	3.8	2.7
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	2.9	3.7	3.6	3.2	4.5	3.1
COLA	2.8	3.5	2.2	2.3	2.6	1.8	2.1	2.8	2.6	2.3	2.9	2.1
First Year Increase	1.4	1.9	2.3	2.0	2.6	2.4	3.1	4.2	4.0	2.9	5.3	3.1
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.1	4.3	4.2	2.9	6.0	3.6
COLA	2.5	3.4	2.3	2.5	3.0	1.1	1.5	3.9	3.4	2.5	4.2	2.1
Industries												
Primary	1.1	2.2	1.6	-	1.5	-	2.3	2.1	2.0	2.1	-	1.9
Utilities	2.4	1.8	3.2	3.7	2.8	2.5	2.7	2.8	2.7	2.2	3.0	2.2
Construction	2.4	2.0	3.7	3.9	-	2.7	-	2.5	2.5	2.5	-	2.8
Manufacturing	1.5	3.5	2.4	2.6	2.9	2.2	1.5	1.8	2.2	2.6	1.1	2.5
Wholesale and Retail Trade	1.8	1.3	1.6	2.1	2.2	1.5	1.7	2.9	2.9	-	2.9	-
Transportation	2.1	2.8	2.4	2.3	2.2	2.8	2.4	2.6	2.7	2.1	3.1	3.1
Information and Cultural Industries	1.1	2.5	2.9	2.3	-	2.0	3.7	3.7	3.4	3.7	-	1.7
Finance, Management Services	0.8	2.8	1.8	2.0	1.9	1.6	-	3.5	3.5	3.5	-	-
Education, Health, Social Services	1.4	1.8	2.6	2.2	3.7	2.8	3.3	4.2	3.7	3.6	5.0	2.4
Entertainment,Hospitality Industry	3.4	2.6	3.1	-	-	2.3	4.1	3.0	4.2	3.0	-	4.3
Public Administration	1.8	2.2	2.3	2.5	2.1	2.6	2.4	3.1	3.2	2.3	2.9	3.8
Jurisdictions												
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	-	-	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	2.2	-	-	2.5	2.5	2.5	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	2.0	2.2	2.0	-	2.2
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.7	3.3	2.0	2.0	-	2.0	-
Quebec	1.1	1.6	2.3	2.3	2.7	2.8	2.6	3.9	2.8	4.1	-	2.0
Ontario	1.6	2.2	2.5	2.5	2.3	2.2	2.9	2.9	3.0	3.1	2.5	3.3
Manitoba	1.4	2.5	2.6	2.5	2.4	2.4	3.5	1.8	2.2	2.3	0.6	3.0
Saskatchewan	1.8	2.0	3.5	2.0	-	-	3.6	3.0	3.0	-	3.0	-
Alberta	3.0	4.0	4.5	3.8	5.9	3.0	3.5	5.8	5.6	3.5	6.6	3.8
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.2	2.9	2.6	2.5	2.9	2.0
Multi-Province	1.5	2.2	2.4	2.6	1.8	2.7	2.3	3.2	2.9	-	3.2	2.8
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.0	2.4	3.3	3.3	2.9	3.1	1.7
Public Sector	1.6	1.9	2.5	2.3	2.5	2.6	3.1	3.7	3.5	3.4	4.0	2.8
Private Sector	1.8	2.7	2.3	2.9	2.4	1.9	2.2	2.4	2.5	2.5	2.4	2.5
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	3.0	2.9	2.9	2.5	3.6

*January to April data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN APRIL

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Primary Industries (1agreement)	**1,790**	**1.9**	**1.1**	**48.0**	
Compagnie minière Québec Cartier, hourly rated employees, Lac-Jeannine, Que.	1,790	1.9 *	1.1	48.0	2005/02/28
Utilities (1agreement)	**2,400**	**2.2**	**1.5**	**36.0**	
Hydro-Québec, scientific and other professionals, Province-wide, Que.	2,400	2.2	1.5	36.0	2001/12/31
Construction (2 agreements)	**4,000**	**2.8**	**4.0**	**36.0**	
Pipe Line Contractors Association of Canada, labourers, Canada-wide	2,000	2.7	4.6	36.0	2003/04/30
Pipe Line Contractors Association of Canada, operating engineers, Canada-wide	2,000	2.9	3.5	36.0	2003/04/30
Manufacturing (7 agreements)	**6,540**	**2.5**	**3.3**	**39.1**	
Bayer Inc., plant and maintenance employees, Sarnia, Ont.	860	3.2	3.5	36.0	2004/01/31
Camco Inc., production, Hamilton, Ont.	950	2.2 *	3.6	36.0	2004/04/22
Canadian Fishing Company, fish processing employees, Coast, B.C.	1,700	1.5	1.5	48.0	2005/04/15
Collins & Aikman Plastics, Ltd., production, Toronto, Ont.	500	1.9 *	3.3	36.0	2004/04/30
Dominion Castings Limited, plant and maintenance employees, Hamilton, Ont.	830	2.1	4.9	36.0	2004/04/29
Lear Corporation Canada Ltd., plant and maintenance employees, Ajax, Ont.	500	4.7 *	4.7	36.0	2004/04/30
Motor Coach Industries Limited, production, Winnipeg, Man.	1,200	3.5	3.9	36.0	2003/09/30
Transportation (3 agreements)	**3,260**	**3.1**	**3.8**	**37.1**	
British Columbia Transit (Victoria), bus drivers, Victoria, B.C.	500	2.6	2.5	36.0	2004/03/31
City of Calgary, bus drivers, Calgary, Alta.	1,980	3.1	3.0	39.0	2003/03/31
GO Transit, bus drivers, Toronto & Region, Ont.	780	3.6	6.9	33.0	2003/07/27
Information and Culture (1agreement)	**680**	**1.7**	**2.0**	**48.0**	
Canadian Broadcasting Corporation, administrative services employees, province-wide, Que.	680	1.7	2.0	48.0	2003/09/24
Education, Health and Social Services (12 agreements)	**27,780**	**2.4**	**2.4**	**28.2**	
Board of School Trustees Dist.#39, building maintenance, Vancouver, B.C.	960	1.8	1.5	36.0	2003/12/31
Capital Care Group, health service non-professionals, Edmonton, Alta.	510	3.6	4.0	27.0	2003/06/30
District School Board of Niagara, secondary teachers, St. Catharines, Ont.	1,020	3.0	3.0	12.0	2002/08/31
Durham District School Board, teaching assistants, Whitby, Ont.	650	1.7	2.0	21.0	2002/03/31
Halton District School Board, elementary teachers, Burlington, Ont.	1,700	3.9	3.9	12.0	2002/08/31
Hamilton-Wentworth District School Board, elementary teachers, Hamilton, Ont.	2,100	3.1	3.8	24.0	2002/08/31

continued on next page

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN APRIL

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Hamilton-Wentworth District School Board, occasional teachers, Hamilton, Ont.	530	4.3	2.2	24.0	2002/08/31
Health Employers Association of British Columbia, non-medical employees, province-wide, B.C.	15,000	2.0 *	2.0	36.0	2004/03/31
Kawartha Pine Ridge District School Board, elementary teachers, Peterborough, Ont.	1,510	3.4	3.4	12.0	2001/08/31
Red River College, Instructors/Tutors/Lecturers, Winnipeg, Man.	950	2.3	2.3	36.0	2003/06/30
Simcoe County District School Board, elementary teachers, Midhurst, Ont.	1,860	3.7	3.7	12.0	2001/08/31
Windsor-Essex Catholic District School Board, elementary teachers, Windsor, Ont.	990	0.0	0.0	12.0	2001/08/31
Entertainment and Hospitality (2 agreements)	**5,000**	**4.3**	**6.6**	**36.0**	
Visiting Homemakers Association, non-medical employees, Toronto, Ont.	600	2.4	2.6	36.0	2004/03/31
Windsor Casino Limited, casino employees, Windsor, Ont.	4,400	4.6	7.1	36.0	2004/03/31
Public Administration (2 agreements)	**2,800**	**3.8**	**3.8**	**29.1**	
Alberta Treasury Branches (Div. Treasury Dept.-Gov't of Alberta), administrative services employees, province-wide, Alta.	1,600	4.9	5.0	24.0	2003/03/31
Government of Nova Scotia, service and maintenance employees, province-wide, N.S.	1,200	2.2	2.2	36.0	2002/10/31
Agreements with COLA (5 agreements)	**18,740**	**2.1 ***	**2.1**	**37.1**	
Agreements without COLA (26 agreements)	**35,510**	**3.1**	**3.6**	**30.3**	
All Agreements (31 agreements)	**54,250**	**2.7**	**3.1**	**32.7**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	112,840	B/CO/TENT	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO/TENT	Sep.00
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of New Brunswick	CUPE	2,500	B	Mar. 01
•Quebec Construction	various	68,910	TENT	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	nurses	40,000	B	Mar. 01
•Government of Saskatchewan	SGEU	9,500	CO	Sept. 00
•TELUS	TWU	16,710	B	Dec. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	MED	Mar. 01
•CN Rail	various unions	5,230	CO/TENT	Dec. 00
•VIA	various unions	2,530	PCB	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	CO	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Average Annual Increases for the Year 2000, for Small, Medium and Large Bargaining Units

In the year 2000, a stratified sample of small bargaining units (between 100 and 499 employees) was created. From the 537 collective bargaining settlements tracked, 147 small bargaining units sample settled as compared to 277 medium size bargaining units (500 to 1999 employees) and 112 large bargaining units over 2000 employees.

Smaller bargaining units were introduced in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. However, the small bargaining units represent a sample of bargaining units across Canada and by industrial sector while the large and medium size bargaining units represent all bargaining units across Canada and by industrial sector.

Collective bargaining settlements in the year 2000 provided an overall average annual base-rate wage increase of 2.49 per cent. This result is broken down into small, medium and large size bargaining units.

Small size bargaining units have had an average annual increase of 2.66 per cent, recording a slightly higher increase than the overall average of all bargaining units. Private sector settlements provided a higher increase of 2.73 per cent compared to the public sector with 2.55 per cent. On a regional/ jurisdictional basis, average annual increases ranged from a high of 3.82 per cent in the Prairies to a low of 1.46 per cent in British Columbia. On an industry basis, the Construction sector had the largest average annual increase (3.51 per cent) while the Wholesale and Retail Trade sector reported the smallest increase at 1.7 per cent.

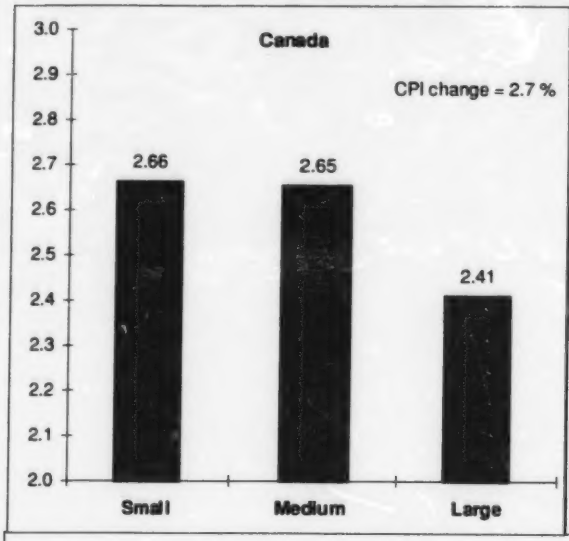
Medium size bargaining units averaged an average annual increase of 2.65 per cent, comparable to the settlements for small bargaining units. Public sector settlements resulted in an increase of 2.68 per cent which is higher than the private sector's 2.57 per cent. The medium size public sector had a higher average annual increase than the small and large bargaining units. On a regional/jurisdictional basis the highest increase at 3.34 per cent has been recorded by the Prairies and the lowest of 1.57 per cent by British Columbia. On an industry basis the Information and Culture sector reported a higher increase at 3.03 per cent compared to the Construction sector of 1.88 per cent.

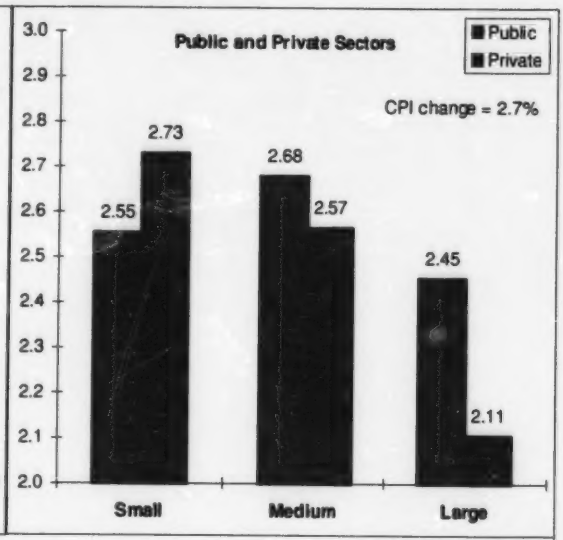
Large size bargaining units have had an average annual wage increase of 2.41 per cent, lower than both the small and medium bargaining units. The public sector average annual increase at 2.45 per cent was higher than the private sector increase at 2.11 per cent. Both sector increases are lower than their counterpart in the small and medium bargaining units. On a regional/jurisdictional basis the pattern for highest and lowest increases has been maintained respectively by the Prairies and British Columbia as in the case of small and medium sizes bargaining units. The Prairies averaged an average annual increase of 4.18 per cent while British Columbia showed an average increase of 1.71 per cent. On an industry basis, the Construction sector had a significantly higher increase of 5 per cent, compared to the Primary Industries of 1.4 per cent.

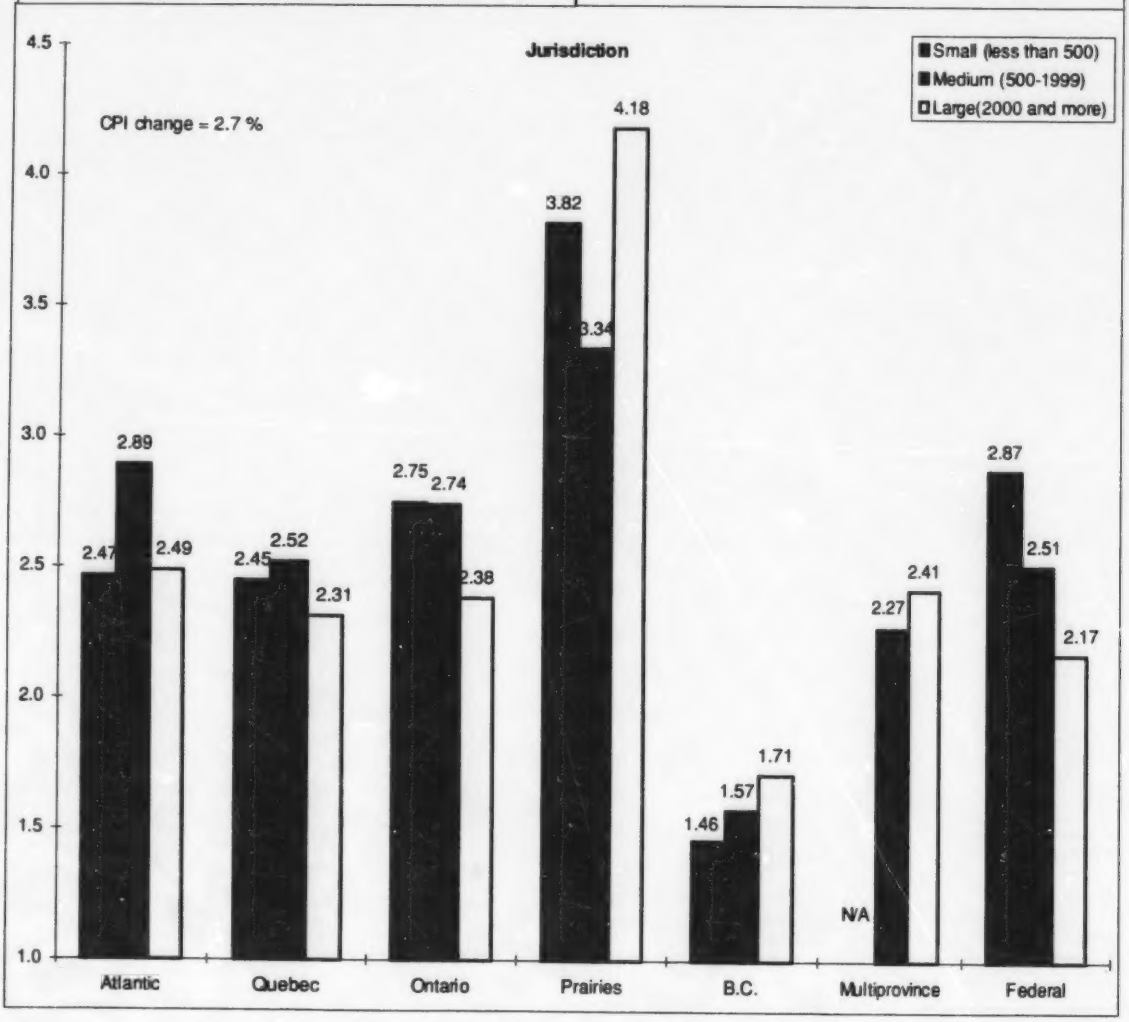
Explanatory Notes

Small Bargaining Units: for more Information on the sampling ratio for the small bargaining units only please refer to the article in the **Workplace Gazette**, By Jean-Charles Roy, "Moving from a census to a Sample Approach" Summer. Vol. 3, No.2, pp. 13-20.

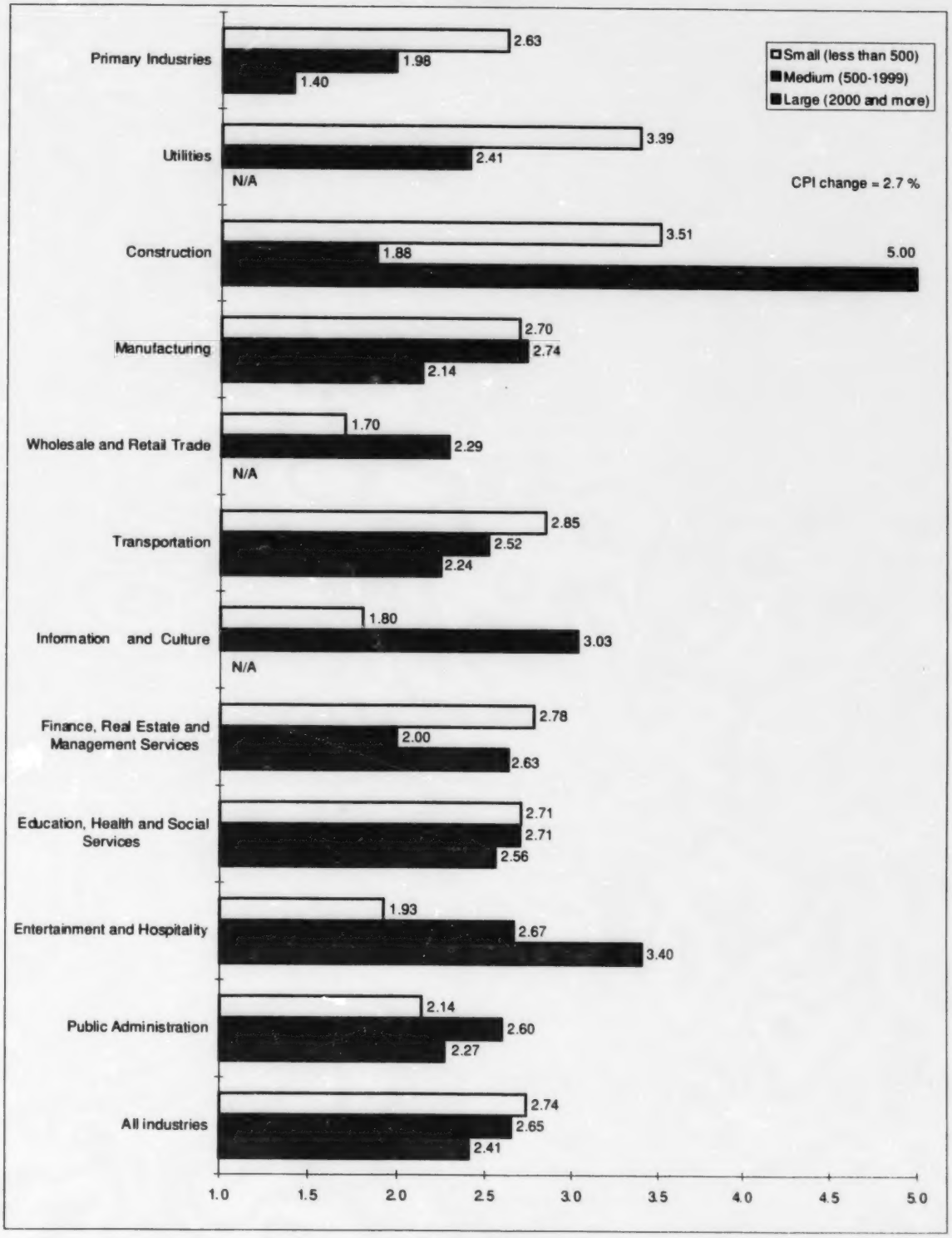
Year 2000
Average Annual Increases in percentage







Wage Adjustment
Year 2000
Average Annual Increases
by Industry



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